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Survey of Personnel Problems:

An Easy Graduation to Retirement

1. Does your company have a compulsory retirement policy? If so, do you rigidly adhere to it? Do you have a formal pension plan?

2. Do you have any definite information about what your employees think of your compulsory retirement policy?

3. As employees approach retirement age, does your company do anything to help the employee make the necessary psychological adjustments to retirement?

4. Have you found it desirable to provide any activities for employees after they have retired? If so, what kind of activities?

ALL but 3% of the cooperating companies have formal pension plans. Approximately seven out of every ten have a compulsory retirement policy, but almost half of these do not rigidly adhere to the policy. Several of the companies that permit exceptions to the compulsory policy do so only in the most extreme cases.

In one company whose pension plan was installed in 1930, only three out of 130,000 employees are beyond the retirement age. In several other companies in which exceptions are less rare, only the company president and board of directors may approve retention of an individual beyond the retirement age. A few companies indicate that exceptions are likely to be made for rank-and-file employees more readily than for supervisors and executives.

The war caused many companies to encourage employees to remain on the job after retirement age. In some instances, tight labor markets still contribute to this practice. A substantial number of the companies in this position hope that they will soon be able to revert to obligatory retirement. In many

instances, "an employee may remain in active employment after his normal retirement date only at the request of the company." Among the factors considered are the willingness of the employee to continue to work and his physical and mental fitness. An employee's desire to continue on the job seems not to be, in itself, sufficient reason for making an exception.

If an employee is permitted to work after a stated retirement age, it is usually on a year-to-year basis. In one company, "employees may retire at sixty-five, must retire at seventy, or at sixty-five if they are working on a job to which they have been assigned because of physical limitations." Another company with a similar plan insists on semiannual physical examinations for employees during the five years prior to retirement. The profit-sharing retirement plan of a third company provides for retirement as follows: "Age fifty at the option of the company, age fifty-seven at the option of the employee and age sixty-five mandatory." The retirement age is sixty-five in all but a few of the cooperating companies. In several of these, the retirement age for women comes earlier, usually when they reach sixty.

ATTITUDES TOWARD COMPULSORY PLANS

Only three of the companies have conducted opinion surveys. They seem to have definite information about the attitudes of large numbers of their employees toward the compulsory retirement feature of the plan: employees are generally well satisfied with the plan. The other companies show wide variation in their appraisal of employees' attitudes.

About a fifth of the companies believe that the compulsory policy is generally "well accepted" or "acceptable." The unions in four additional companies now accept the compulsory retirement policy.

But sporadic complaints are received from the union in a fifth company. Although one cooperator believes that the majority of the company's employees "do not like the compulsory policy," there is no indication even from him that the objections have caused serious difficulty. Most instances of dissatisfaction have come from employees nearing retirement age as contrasted with younger employees who are not affected. One company has had more complaints from women than men, and another more objections from retiring salaried employees than from wage earners. Several companies report that dissatisfaction with the retirement plan arises only when the compulsory retirement age is rigidly enforced. One company, however, believes that the generally favorable attitude of its employees toward the policy is because no one is permitted to work beyond the retirement age.

PREPARATION FOR RETIREMENT

Whether the company should try to help employees make the necessary psychological adjustments as they approach retirement is a matter of considerable concern to executives in various sections of the country. Four of the cooperating companies have what appears to be highly formalized counseling programs for that purpose. (One of these is dubious about the results since some employees seem "to resent interference in their personal affairs.") In these four companies, units are organized to take the initiative in exploring possible hobbies and activities, and discussing changes in living conditions that may be necessary.

Informal psychological preparation is a regular practice in practically all the companies. In some situations, an executive discusses the matter with the employee five years before the retirement date. But in most cases, the discussion does not occur until several months or a year prior to retirement. A few of the cooperators make it a practice to have several interviews of this kind with each employee during the months preceding retirement. Their primary purpose is to review the employee's retirement income both from the pension plan and Social Security. If the employee introduces personal problems, the company is ready and willing to provide all possible assistance to him in solving them.

POST-RETIREMENT ACTIVITIES

With few exceptions, the companies extend special courtesies to retired employees. Company publications and literature are sent automatically to pensioners. At least a third mention veterans' clubs to which the employee belongs as long as he lives. In many cases, the retired employee is invited to supervisors' or special oldtimers' dinners and luncheons. Several companies furnish life-long memberships in company recreational clubs and social organizations.

One company provides space for gardens and another encourages the use of company facilities such as the legal department, tax consultants, etc. In some cases, pensioned workers are encouraged to engage in community civic affairs.

Only two of the cooperating companies appear to have a formalized plan for "keeping retired employees occupied." Part-time jobs or suitable full-time work are sought out by one of these. A "Pensioners Club" that meets daily is sponsored by another company. Except for these two instances, companies do not inject themselves into the day-to-day life of the pensioned employees. In fact, a few executives point out that their companies purposely refrain from this type of activity, which they believe would be interference. According to one of them:

"We have not felt it necessary or even desirable to prepare our employees to adjust themselves psychologically to retirement. If one is sympathetic to the philosophy of having the government care for the citizen from the cradle to the grave, it is easy to accept a corollary of expecting the employer at the moment of employment to accept responsibility for the worker for the rest of his life, including postemployment years.

"We have been proud of the fact that the United States of America is a nation of pioneers, men and women who developed characteristics of personal strength and self-reliance equal to all emergencies. Individuals who depended upon others to plan their lives for them would never have been equal to the task of clearing the wilderness and putting the wheels of industry in motion.

"It is pitiable if, less than a century after the last of our pioneer forefathers, individual character has so weakened that a man is unable to plan how to use his time usefully and happily when separated from the routine of his vocation. It is a marked sign of weakness if the individual has so few inner resources that retirement leaves him adrift.

"For industry to take over and prepare a program to occupy the time and thought of the retired employee is not, in my opinion, going to strengthen the individual but contribute to a lamentable attitude of dependency, and I, for one, would want to have no part in it."

COMMENTS ON COMPULSORY PLANS

Comments pertaining to compulsory features of retirement policies follow:

"Compulsory retirement at age sixty-five has been instituted at our factories and is optional at our other operations. At our factories, we started out by first retiring those over seventy-five. The following year, we retired those between seventy and seventy-five. The year after that, we retired those over sixty-five and now an employee is retired at the end of the current year in which he attains his sixty-fifth birthday.

"Apparently, the people at our factories have no objection to compulsory retirement, but some of our employees at our other operations seem to think it is wrong. Their opinion is that compulsory retirement should be exercised by the company only in some cases and not in others. That

is, it should be case handled. My opinion is that everybody should retire at age sixty-five."

* * *

"Effective July 1, 1930, the company adopted a policy of compulsory retirement at age sixty-five, applicable to all employees, both men and women. During the war period a number of exceptions were made of employees whose skills or experience made them of particular value. In each such case, the employee was given a specific physical examination and found to be in satisfactory physical condition to continue working. Other exceptions are occasionally made, but only in extraordinary cases. There are currently only three employees, out of our present roll of approximately 130,000 employees, who are more than sixty-five years of age.

"All such retained employees have been individual workers. No exception has ever been made of any individual engaged in work of a supervisory nature. Specific action by the board of directors is required in each case of retention beyond age 65. In the absence of board action, retirement is automatic at the end of the month in which they reach age sixty-five. . . .

"Apart from occasional protests from employees who wish to go on working, we have no reason to think that our policy is not generally accepted as sound and equitable from the point of view of both employees and company."

* * *

"We have had a profit-sharing type of retirement plan since December, 1945. It cannot be called a formal pension plan. The retirement age for men and women is supposed to be sixty-five, but the plan provides for retirement as early as fifty-five or as much beyond sixty-five as the administrative committee deems wise.

"Recognizing when we introduced our plan that employees have to get used to the idea of retiring at a specific time, we decided to waive compulsory retirement at sixty-five for a five-year period. During these years we are trying to 'condition' older employees to accept retirement voluntarily at sixty-five.

"We have found that most of our workers who are sixty-five and older are not mentally or financially prepared to stop work. The idea of continuing to work as long as there was a job to do and they could do it has been rooted in their thinking from the beginning of their work experience. Consequently we have compelled retirement only where older employees were no longer able to perform with reasonable efficiency because of health conditions."

* * *

"We have, in general, two pension plans. A formal pension plan for all salaried employees sets up age sixty-five as the retirement age, and, generally speaking, salaried employees reaching age sixty-five are encouraged to retire at that age not only by 'moral suasion' but by certain provisions of the plan which provide no further advantages as far as pensions go in case of staying at work beyond the retirement age. We also have an informal plan for hourly rated workers. In contrast to the formal plan, the informal plan is not contributory and employees with appropriate length of service are retired either at age sixty-five or at earlier ages in the case of disability to continue in any type

of work that might be available. Retirement allowances vary with age and the length of service, but are not a matter of formal agreement or a contractual relationship with our numerous unions. However, as in the case of the formal plan, we cannot be said to have a policy which compels retirement at age sixty-five."

* * *

"In 1940, we put a formal pension plan into effect. At that time, we planned strictly to adhere to compulsory retirement at age sixty-five. But, during the war years, this provision fell by the wayside to a large extent. Since then, we have discussed it as a policy matter. For the time being, we are not enforcing it so long as the employee can pass a physical examination and his department head vouches that he is capable of continuing to do a good job and that he is a desirable employee. We have taken this position for two reasons: (1) we are now considering the liberalization of our pension plan; and (2) the problem of meeting the cost of living faces a retired employee today who has not had the opportunity of being in the pension plan for the time necessary to build up a reasonable equity.

"If we get the approval of a liberalized plan, we again expect to recommend that all employees retire at age sixty-five. In our opinion, a pension plan that does not do this under ordinary circumstances is not fulfilling its function. In many cases, it certainly would hurt the morale of the younger employees if the provision were not enforced, even though occasionally it might be desirable to keep an employee after age sixty-five under special circumstances. Such a contingency should be provided for in any plan."

* * *

"We have a compulsory retirement policy which applies at age sixty for women and sixty-five for men. Before and since the war, this policy has been rigidly applied. For employees whose length of service has qualified them under the formal pension plan, retirement allowances are made under the rules of the pension plan. For shorter-service employees unable to qualify for pension, payments are made under a retirement allowance plan which is definitely related to length of service and is either a lump sum or monthly payments which expire at a date definitely stated at the time.

"What employees think of our compulsory retirement policy is reasonably well known. The younger people think it is a good idea; older people to whom it applies tend to feel otherwise, but it has not presented any serious problem."

* * *

"Our retirement plan for salaried employees provides for compulsory retirement at age sixty-five. The plan was installed in 1944 and, so far, retirement at sixty-five has been rigidly adhered to. Our company is pretty closely knit and we feel that, if we did not have compulsory retirement at sixty-five, no one would retire. This plan is a formal insured plan.

"We are about to install a trustee hourly plan and are seriously considering canceling the trust for the insured salaried plan and putting them both on a trustee basis. If we do so, the present thinking is to retain compulsory retirement for everyone on salary above the foreman level due to the fact that superannuation among top executive and supervisory classifications can most seriously affect

the company's success. However, below that level, we will have no compulsory retirement date but permit an employee to work as long as he is physically fit and mentally able to do so.

"Our experience has been that salaried employees come up to their compulsory retirement age with some apprehension and resentment. Our plan provides for some place between 40% and 50% of final income but this reduction in employee's earning power so far seems to present a psychological jolt which is not compensated for by full leisure. The retired employees to whom I have talked, however, do not seem to feel that finding something to do with their time present an insurmountable problem."

* * *

"Our formal contributory pension plan provides for retirement at age sixty-five, with continuation for a maximum of one year, under extraordinary circumstances, requiring the approval of the president or the chairman of the board.

"Attitude surveys made in many units indicate a generally favorable reaction to our retirement program."

* * *

"We have a formal pension plan with compulsory retirement at age sixty-five for men and age sixty for women. We adhere rigidly to compulsory retirement for officers as well as employees. Our employees accept it because it is applied without exceptions. Many of our employees are very grateful for the retirement plan, and plan for and look forward to their retirement with considerable pleasure. In the last year or so, the pleasure, however, has not been so general as heretofore because of the great increase in the cost of living. Pension credits have been built up in the past and if the cost of living remained approximately stationary, the benefits in most instances would be quite generous. Blanket salary increases in recent years, however, have led to larger salaries prior to retirement, so the pension benefits are much smaller in proportion to salary."

* * *

"Our plan provides for retirement between the ages of fifty-five and sixty-five. It is mandatory that all employees retire immediately following their sixty-fifth birthday."

* * *

"We do not have a compulsory retirement policy, although we do have a formal retirement plan adopted two years ago. The retirement plan provides for retirement at age sixty-five, and although the plan is so worded that compulsory retirement at age sixty-five might be interpreted therefrom, it is not being so administered at present."

* * *

"Our employees' retirement system, as such, is an entity entirely separate from the company, being a trustee, formal plan. While it specifies a normal retirement age of sixty-five, initiative, in so far as the system is concerned, lies with the member (employee). A resolution of the board of directors of the company provides that no employee may remain in active service after age seventy without formal approval of the board, and I can think of only two or three exceptions to this rule during the last fifteen years. However, as a matter of practice, it is our unwritten rule to retire employees within not more than a

year after attaining age sixty-five, and usually within a few months thereafter. During the war, we quite generally made exceptions to this rule in cases where the employee was fully able to perform all his duties and could not be replaced satisfactorily. Exceptions to this practice have, of course, been more frequent than with the age seventy rule, but even so, probably do not amount to more than one per cent of the total cases."

* * *

"We have had a regular retirement date of sixty-five years for all employees for some years. The only exceptions to this are those which are approved by the board of benefits and awards, where a man's retirement would not be in the best interests of the company. We have a regular formal pension plan, noncontributory.

"For some time there was some difficulty in obtaining agreement on the part of some of the unions regarding a compulsory retirement date, but, with a few minor exceptions, this now appears to be a thing of the past, based on an agreement which was reached with the unions."

* * *

"We have a compulsory retirement policy and have had one for a number of years. It calls for the retirement of all male employees at age sixty-five and female employees at age sixty. It is implemented by a liberal retirement program. Both male and female employees may be continued in active employment beyond age sixty-five where 'it is clearly to the company's advantage (and the desire of the employee).' This is done only by approval of a central pension committee. Prior to the war there were a few approved postponements, though generally not beyond age seventy and always conditioned upon satisfactory work and physical condition. During the war, any employee desiring to continue at work beyond the normal retirement date was permitted to do so. At the end of the war we rapidly returned to fixed retirement dates, according to a schedule extending over two years and giving a minimum of six months' notice to employees then beyond the usual retirement age. This reversion to practice was completed without incident, and we are not at present contemplating any appreciable exceptions."

* * *

"We have a formal retirement system including a non-contributory pension plan which provides for compulsory retirement at age sixty-five. The plan has been in operation for less than five years. While it is gaining acceptance, we have not rigidly adhered to the compulsory retirement feature. Because the idea is new in the organization and many older-age employees have not made the emotional adjustment to retirement, there is some resistance to the policy. Aside from the psychological factor, there is also resistance on the part of employees whose financial condition is such that they would have difficulty supporting themselves in retirement. We believe that this resistance will diminish as the plan gains acceptance and as we get past the older-age, short-service group brought in during the war. Persons in this latter group are entitled to pensions of very small amounts."

* * *

"We have a compulsory retirement policy at age sixty-five. During the war, this policy was relaxed to some ex-

tent because of the necessity of retaining the services of all employees as long as possible. At the close of the war, rigid enforcement of the policy was resumed. Our formal pension plan was revised two years ago in an effort to make the benefits more nearly offset the decrease in purchasing power of the currency.

"A survey made at the time of indoctrination of new employees and again when changes were made in the plan would indicate that the majority of our employees favor the retirement policy. There have been some hardship cases resulting from increased living costs and the comparative youth of the pension plan. These cases have resulted in resentment, in some instances, of enforced retirement, but the company has attempted to provide small additional payments in extreme hardship cases. We believe the majority of our employees definitely look forward to a period of leisure at the end of their active working career, and that if adequate pensions are provided nearly all the resentment at enforced retirement would disappear."

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"In view of the drastic shortage of highly skilled tool-room help in this town we are forced to close our eyes when these men come up for retirement and have asked them to continue working. The war has interrupted our tool-room apprenticeship program. Consequently the number of skilled workers anticipated has decreased. Many of our janitors are also past the retirement age mainly because of our inability to get personnel who may be interested in this work.

"Our pension plan is one of the oldest in existence for industrial workers in this state."

* * *

"This company has had a formal program of annuities for retired employees for many years. The present program, which is a part of the employees' thrift plan, provides a normal retirement date of sixty-five for men and fifty-five for women. Since the plan is insured, annuities become payable on those dates. However, during the late war, a limited number of individuals were continued on a non-regular status after retirement date. This practice has been discontinued.

"Male employees have raised no objection to a normal retirement date, and occasional suggestions from collective bargaining agents have been along the lines of reducing the retirement age with no change in the amount of the annuity. In a limited number of cases, female employees have indicated reluctance to retire at fifty-five, but this attitude does not appear to be in any sense a general one."

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"We have a compulsory retirement policy for all our management at sixty-five years of age, and for our rank and file at seventy years. However, those from sixty-five to seventy are subject to semiannual physical examination to be sure they are physically able to continue in their work. We have a formal pension plan for all our salaried employees with earnings of \$3,000 per annum, and an informal unfunded pension plan for all our other employees."

* * *

"We have a formal retirement plan. A compulsory retirement policy calls for retirement at sixty-five. Retirement is voluntary between sixty and sixty-five. Few excep-

tions are made and they are usually cases where a man has started work with us at an older age, has had a shorter number of years to build up retirement benefits, and is in excellent health. The value of the type of work he is doing would also be considered. Such exceptions are few and far between and generally we adhere rigidly to our compulsory policy.

"Our employees think exceedingly well of the compulsory plan. It forces a healthy turnover and benefits a larger number."

* * *

"We have a compulsory retirement policy. All employees are required to retire at sixty-five. We adhere strictly to this retirement age. For about two years during the war, we allowed employees who had reached retirement age to continue in employment if they so desired. This was a temporary expedient and all rehired retired employees were permanently removed from the payroll at the end of 1946. We have a formal retirement plan which is available to all regular employees after six months of service with the company. Employees who do not participate in the plan are required to sign a waiver stating that they understand the plan and that they understand that they must retire at sixty-five whether they have participated in the plan or not.

"We do not have any definite information as to the opinion of employees, but from time to time we have been told unofficially that there is some resentment as to this policy."

* * *

"Retirement is compulsory only for those employees who are not included in the National Railway Labor Act, which means for the most part officials and subofficials. For this executive group, we try to adhere rigidly to the compulsory aspect but have occasionally made exceptions.

"We have no definite information about what our employees think about the compulsory retirement policy but have received miscellaneous comments objecting to it. The plan was introduced over a relatively short period of time, and, for those men who are not adequately prepared, it naturally causes some resentment."

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"This company does not have a compulsory retirement policy or a formal pension plan. Retirement of older employees of long service is considered and passed upon by a central pension committee on the basis of the merits of each case, and the amounts paid are determined by subsistence needs."

* * *

"This company has two retirement plans. One, providing minimum benefits to supplement Social Security, applies to all employees regardless of status, and is extended as a benefit without cost to the employees. Normal retirement age under this plan is sixty-five, but retirement is not compulsory.

"A second retirement plan, for which only the upper group of salaried employees are eligible, is contributory. Retirement under this plan is to be compulsory from this time forward, but has not been compulsory during the short history of the plan to date."

* * *

"Our company has a compulsory retirement policy, which

is adhered to rigidly. We have a formal pension plan effective December 1, 1943, with first retirement taking place December 1, 1944. We have made no definite survey to learn employees' impressions. But personal contacts of active and retired employees by our retirement office leads us to believe the plan is enthusiastically received."

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"We have no compulsory retirement plan, although the trend of the policy is in that direction. Exceptions are made only when they are in the company's best interest. We have a formal retirement income plan, which is being revised and liberalized."

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"We probably do not have enough definite information about what our employees think of our compulsory retirement policy, but we are pretty sure that they would not like the idea of a completely compulsory plan—and yet that is the trend in which things must go. The employees would naturally like the option of continuing to work if they feel fit and able and have no other impelling interest outside. But in the general interest of everybody, retirements must be anticipated and carried out at or about the 65-year period in order to make room for new employees on the way up the ladder, and to slough off, without harm to their fine previous records and general personal dignity, those who lost some of their efficiency."

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"This company has a voluntary retirement plan which requires no contribution by the employee. Employees who make \$3,000 a year or more and who have over five years of seniority are eligible to join. There is no compulsory retirement date. However, members of the retirement plan have what is called a 'normal retirement date,' which is the December thirty-first nearest their sixty-fifth birthday. Such employees, with the consent of the board of directors, can continue employment, however, after the normal date has been reached. In such event, the retirement income will commence as though the employee had actually retired."

* * *

"Our company has a formal retirement system in which all regular employees are enrolled. All employees are retired at sixty-five unless extenuating circumstances make it advisable to continue certain individuals in the company's employ beyond that age. In that event the individual must be willing to continue active employment, must be in satisfactory physical condition and the deferment of his retirement must be approved by the management and by the board governing the employees' retirement system.

"We have no definite information about what our employees think about our policy. The younger employees, however, seem to favor compulsory retirement at sixty-five because of the chances such retirements make for promotions. We have heard instances, too, where individuals welcomed the opportunity to take things easier, particularly if they had an adequate retirement income. In other instances, the individual approaching retirement age has been reluctant to leave active employment, particularly if the person happened to be in good health and had been with the company an insufficient period of time to accumulate a satisfactory retirement income."

"We have a compulsory retirement policy with a formal pension plan on which the company pays all the premiums. We are now enforcing retirement at sixty-five. We were lenient during the past few years, because we felt that every employee should have at least two full years' notice prior to date of retirement.

"The younger employees like the compulsory retirement policy and are making their plans to take the pension and retire. The present generation, however, has not been educated to retirement and while they have accepted our policy, we have noticed that we have to sell them on the idea. That's why we like the two-year notice plan. The first notification sets a date two years ahead, and we follow with subsequent talks and letters from time to time urging them to get their plans made, and reminding them of the retirement date."

MAKING ADJUSTMENTS TO RETIREMENT

"In processing a retirement case, company representatives discuss with the retiring employee his situation. In addition to supplying practical information with respect to Social Security, possible availability of old-age assistance, etc., (except when obviously unnecessary or uncalled for) the necessity for adjusting the mode of living to changed conditions is pointed out. Any other matters which may appear advisable to the interviewer or are introduced by the retiring employee are also discussed.

"No steps of any sort have been taken to provide activities for retired employees except that there are periodic dinners and luncheons given for retired employees at certain key company locations. Company publications are forwarded to enable them to keep in touch with current developments and with what is happening to their former associates.

"Occasional job offers from outside the company are offered to retired employees who might be interested but there is no established job-finding procedure."

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"Although we have not adopted a formal program, we have annuitants take part in certain activities. Annuitants attend annual employee dinners to which employees with twenty years of service are eligible. We also infrequently provide visits for annuitants to various units of the company in which they formerly worked. Sometimes picnics are held to which they are invited. Also, annuitants receive current copies of company publications. They are heartily welcomed in making individual visits and calls on their former associates. In addition, we schedule annual visits to each annuitant on a program basis, at which time various aspects of the annuitant's status are discussed. Reports are then made to the industrial relations department and to management."

* * *

"We have not done much to help our people in making the necessary psychological adjustments to retirement nor in providing activities for them after they leave. Retirement is discussed with each employee five years before his normal retirement date, and if the employee later comes to us with questions we try to give sound answers. We continue to send our weekly newspaper to employees after they retire. Further, retired employees are made life mem-

bers of our various recreation clubs in the affairs of which a good many participate.

"Over the past year we have been investigating the possibility of setting some kind of pattern for training for retirement but we do not know what the outcome of this will be. We have found a scarcity of studies on this matter and any information which you may have would be very helpful to us."

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"We do not provide any activities for retired employees. This would be an encroachment upon the private lives of employees, from which we refrain."

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"We have not made any effort to plan activities for employees after retirement. We think that most employees are well able to take care of themselves and we doubt whether they would like this kind of paternalism."

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"Each employee is given the opportunity to name beneficiaries and to indicate whether the proceeds of the retirement are to be paid to him or to a joint annuitant. This action is taken five years before retirement. Obviously, during that five-year period, our personnel director discusses the seriousness of necessary psychological adjustments that must be made after retirement."

"We do not attempt to provide activities for employees after retirement. They are given sufficient notice of retirement to make the necessary adjustments and we do not attempt to tell them whether they should continue working nor do we place any restrictions on their accepting employment from competitors."

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"We have not provided activities for employees after retirement. This problem is not particularly acute since our employees are either dispersed over a wide area or concentrated in large metropolitan areas."

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"In the past, we held a counseling meeting with each employee several months prior to retirement age to discuss budget problems, personal circumstances, estimated pension amounts, etc. Our experience at the end of the war has led us just recently to provide for this meeting a full year prior to retirement age."

"We have done nothing specifically by way of supervised activity. Retired employees are not excluded from general employee activities where they ordinarily would be interested in participating. For instance, pensioners continue to be invited to annual service award celebrations and to plant honorary festivities. They continue to receive employee publications, and are the subject of frequent news stories in such publications. They also continue membership on a curtailed basis in some employee benefit programs."

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"At various times the provision of activities for employees after retirement has been considered. However, a survey indicates that the majority of the retired workers do not stay in the plant area after retirement. Many of them move to a more favorable climate and others join relatives in other locations. Retired employees continue to

take part in the occasional activities of the twenty-five-year club, and there are a number of community organizations, such as the 'Old Guards,' which are providing interesting activities for retired men and women of all companies in the area."

* * *

"We make ourselves available for counseling and guidance. A few of our male pensioners belong to an organization they call the 'Pensioners Club.' We provide the facilities and they meet daily, primarily for an excuse to get out of their homes for a quiet card party."

* * *

"We notify employees sufficiently in advance that they are eligible to retire so they may have an opportunity to adjust themselves accordingly."

"We do not provide activities for employees after they have retired. However, in many instances, parties, picnics, and other events are sponsored by the local works for the benefit of the pensioners. In addition, they continue to receive employee magazines and other information from the company and are at liberty to call on us for legal advice, assistance with income tax returns, and so forth."

* * *

"In certain of our units, employee counselors have discussed with employees approaching retirement age the desirability of developing some outside interests which would keep them occupied after retirement. In one unit, the practice has been followed of arranging for such interviews in all cases as a preparation for retirement. Needless to say the response has been mixed. In some instances, there appears to be definite appreciation, while in some few cases there is indication that the employees resent interference in their personal affairs."

"For the past several years, the headquarters office has arranged a dinner for annuitants of the executive group who are residing in the immediate area, although in some instances annuitants have attended this dinner from as far away as Florida. In plant operations, it has been the custom for many years to have at least one social gathering for annuitants each year, sometimes in the form of a picnic, while in other instances there have been dinners with entertainment. These affairs are usually limited to operations in sizable communities where an appreciable number of annuitants continue to reside after retirement. In most instances, they are sponsored by the employees' social organization, in which the activity is essentially one arranged by the employee group rather than by management."

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"Our company does not have a formal program to help employees make the necessary psychological adjustments to retirement. However, our personnel executives or the man's immediate superior will consult with him when such consultation seems advisable. We have not provided activities for retired employees."

* * *

"We have no formal program to help employees make the necessary psychological adjustment to retirement. However, this is done constantly. Most employees who retire are members of our 'Quarter Century Club' and this keeps them in fairly close touch with the bank, its literature, etc."

We try to continue our connection and interest in them in order to make them realize that they have been important to us and that they continue as an important group to the bank. As a man approaches retirement, several internal moves are usually planned which involve many conversations with him and this gives us the opportunity to help him adjust himself."

* * *

"As our employees approach their retirement age, they are advised in advance of the details concerning their benefits. We try to give them detailed information as to their income from the pension plan, together with income to be expected from Social Security and other privileges granted them under our retirement plan. We have a retirement office functioning for their education and personal benefit which also assists those about to retire in making the sociological adjustment.

"We have not found it necessary or desirable to provide any activity for employees after they retire. Most of them desire to use their own initiative. Because of the wide separation of ideas and localities of living, we find no necessity for group activities along these lines. Since our retired employees have planned ahead for retirement and are located over a large geographical area, we have not found the need for supervised activities. However, we do have a club called the 'Half Century Club' where those employees reaching fifty or more years of service have the privilege of joining, and this club is active in continuing friendship after retirement."

* * *

"Unfortunately, we have done very little to help the employee make the necessary psychological adjustment to retirement. We provide information at least eighteen months in advance of normal retirement to the retiree so that he will know the approximate amount of his retirement allowance, the basis on which it may be received, Social Security benefits, etc. We have not yet developed any formal program for interesting retirees in hobbies, part-time employment, etc. We believe that it would be desirable to provide activities for employees after they have retired, but, here again, we have done very little in this field. We invite retired employees to participate in company recreational and social activities such as attending company dinners, picnics, etc. We also visit pensioners in their homes at least once each year to keep them informed of company personnel changes and to learn first hand of their living conditions."

* * *

"We have taken no action calculated to help the employee make the necessary adjustment to retirement and I shall be most interested in the details of any program to that end which has been successfully administered by any of your correspondents. Actions which we take for other reasons may force some psychological adjustment on the employee. For example, we require all employees to furnish proof of age upon reaching sixty and we tell them, in the letter requesting this proof, that it is for the purpose of confirming our records so that we may plan their retirement five or more years hence. Also, in order to preserve a low average premium rate for our group life insurance coverage we provide successively lower maximums of such

insurance, diminishing to a \$1,000 paid-up policy upon retirement.

"We have not provided any activities for employees after they have retired except to provide them with life-long memberships in our 'Fellowship Club' or 'Foreman's Club' if they had previously belonged to either of those organizations. I am aware that some companies have been able to provide useful activities for retired employees and it seems to me a good plan but we have not thought that it lent itself to our type of operation."

* * *

"I think our advanced-notice arrangement is meeting the problems of adjustments to retirement. Younger employees are counting on it definitely and look forward to it, in their life plan. The present group has at least two full years to plan what it will do after retirement and make adjustments.

"We do work with them to provide activities after retirement. For some we find jobs in other enterprises which will not be strenuous for them but which will keep them occupied. Those who are capable we place in community service organizations and civic activities so that following retirement they may devote as much time as they wish to outside civic service, while living on their pension income from the company. I should like to see men who are retired from business and have the time available take over as much as possible the heavy duties of community fund campaigns and the like."

* * *

"The personnel department, working with foremen and managers, has done considerable counseling with employees eligible to retire. These discussions are aimed primarily at selling the benefits of retirement, suggesting hobbies, and, in particular, stressing the importance of taking life easy at a time when one's physical well being requires a slower pace. The company doctors assist considerably on this latter point. In a series of public relations advertisements we also took occasion to point out the advantages of retirement.

"We have not found it necessary or desirable to provide activities for our pensioners. We provide gardening space for them when requested and encourage participation in civic and social affairs."

S. AVERY RAUBE

Division of Personnel Administration

Apprentices Get Practical Lesson

When it was learned that sixty brick-mason apprentices in training provided by the Toledo Board of Education were interested in the use of Insulux glass block, the Owens-Illinois Glass Company not only supplied a quantity of the block but also a staff specialist who explained the history, manufacture, characteristics, uses and installation of the product to the class.

Reimbursing Salesmen for Car Expenses

THE rising cost of automobile operation has caused many companies to review their mileage allowances to salesmen who use their own cars while traveling on company business. A recent Conference Board survey¹ shows that mileage allowances have risen considerably in the past eighteen months. But, in many cases, these increases have not satisfied salesmen's demands. Some companies report that salesmen are also asking that certain automobile expenses be paid in addition to the mileage allowance.

Operating an automobile involves numerous other expenses in addition to gasoline, oil, tires and depreciation. They include bridge, ferry, tunnel and highway tolls, garage storage, parking fees, car washes, greasing and lubrication, replacements, major and minor repairs, plates and driver's license, inspection fees, personal injury and property damage insurance, fire and theft and collision insurance, maps and guides, personal property taxes and even traffic fines and antifreeze. There is a wide variety of opinions as to which of these expenses should be included in the automobile mileage allowance. In order to get a cross section of prevailing practices, THE CONFERENCE BOARD recently made a survey of 205 companies. All the companies employ salesmen who use their own cars for traveling.

¹See "Salesmen Earn More," *The Management Record*, March, 1948.

Each company was asked to classify fifteen expense items which are commonly incurred in the operation of an automobile. Gas, oil, tires and depreciation were not included since it was felt that all mileage allowances included these four items. Classification was open to three methods:

1. Items Included in Mileage Allowance

Items in this classification are considered to be an expense inherent in the normal operation of the car. They are primarily a business expense for which the company feels the salesman should be reimbursed.

As shown in Table 1, more than half the companies look upon the following as items for which the salesman should be reimbursed by means of the mileage allowance, which they feel is sufficient for the purpose:

	% of Replies
Car wash (away from home).....	58.6
Grease and lubrication.....	66.8
Minor repairs (generally under \$5).....	65.4
Other repairs.....	59.6

2. Items Paid Separately by Company

Items in this classification are not necessarily contingent upon the number of miles driven nor do they occur regularly enough in the operation of all cars to be included in the over-all mileage allowance. When the expense does occur, it is primarily a business expense for

TABLE 1: METHOD OF PAYING FOR SPECIFIED AUTOMOBILE EXPENSES IN 205 COMPANIES

Source: THE CONFERENCE BOARD

Expense Item	Included in Mileage Allowance		Paid for Separately by Company		Paid for Separately by Salesmen		Other						
	Companies	Per Cent	Companies	Per Cent	Companies	Per Cent	Number of Companies	% All "Other"	Split Cost	"Probably Goes on Expense Account"	Varies	No Experience	Not Shown
Tolls (bridge, tunnel, ferry, highway).....	41	20.0	148	72.2	5	2.4	11	5.4	1	4	3	3	..
Garage storage (away from home).....	64	31.2	115	56.1	14	6.8	12	5.9	1	6	3	1	1
Tips to parking attendants.....	66	32.2	73	35.6	37	18.0	29	14.1	1	3	4	13	8
Parking fees (away from home).....	65	31.7	111	54.1	18	8.8	11	5.4	2	3	4	2	..
Car wash (away from home).....	120	58.5	17	8.3	51	24.9	17	8.3	2	3	2	8	2
Grease and lubrication.....	137	66.8	9	4.4	47	22.9	12	5.9	2	4	2	3	1
Minor repairs (flats, etc. generally under \$5.00).....	134	65.4	8	3.9	50	24.4	13	6.3	2	4	2	2	3
Other repairs.....	122	59.5	4	2.0	57	27.8	22	10.7	2	4	4	5	7
Towing:													
In case of breakdown.....	99	48.3	15	7.3	66	32.2	25	12.2	2	4	3	12	4
In case of accident.....	98	47.8	15	7.3	66	32.2	26	12.7	2	4	3	13	4
Out of gas.....	101	49.3	11	5.4	68	33.2	25	12.2	2	4	3	13	3
Insurance:													
Personal injury and property damage.....	84	41.0	45	22.0 ^a	53	25.9	23	11.2	17 ^b	3	1	..	2
Fire and theft.....	87	42.4	19	9.3	84	41.0	15	7.3	4	3	2	2	4
Collision.....	80	39.0	19	9.3	87	42.4	19	9.3	4	2	2	7	4
City maps and guides.....	64	31.2	49	23.9	59	28.8	33	16.1	1	1	2	16	13

^aProbably includes a number of companies which carry nonownership policies protecting the company only.

^bEleven companies split cost 50-50; 2 companies pay 2/3; 1 company pays 27%; 1 company pays 10%; 1 company did not show its contribution.

TABLE 2: EFFECT OF MILEAGE RATE OR PLAN ON REIMBURSEMENT PRACTICE

Source: THE CONFERENCE BOARD

Figures are percentages of companies in each "Rate or Method" category¹

Expense Item	Included in Mileage Allowance					Paid for Separately by Company					Paid for Separately by Salesmen				
	Rate or Method					Rate or Method					Rate or Method				
	5 Cents	6 Cents	7 Cents	Combination	Graduated	5 Cents	6 Cents	7 Cents	Combination	Graduated	5 Cents	6 Cents	7 Cents	Combination	Graduated
Tolls (bridge, tunnel, ferry, highway).....	20.0	29.4	31.6	3.4	8.7	70.0	61.8	68.4	93.2	87.0	6.7	2.9	....	3.4	....
Garage storage (away from home).....	46.7	38.2	31.5	20.7	34.7	40.0	47.1	63.2	72.5	56.6	13.3	8.8	5.3	3.4	....
Tips to parking attendants.....	53.4	41.2	31.5	10.3	30.4	20.0	23.5	63.2	44.9	21.8	23.3	14.7	....	34.5	17.4
Parking fees (away from home).....	46.7	35.3	36.8	13.8	34.7	33.3	44.1	63.2	72.5	52.3	16.7	11.8	....	10.3	8.7
Car wash (away from home).....	66.7	53.0	52.7	62.2	65.3	3.3	8.8	15.8	17.2	4.3	23.3	38.2	21.0	17.2	17.4
Grease and lubrication.....	70.0	58.9	57.9	79.3	78.3	3.3	2.9	5.3	6.9	....	26.7	38.2	26.3	13.8	13.0
Minor repairs (flats, etc. generally under \$5.00).....	70.0	55.9	57.9	75.9	78.3	3.3	....	10.5	....	....	26.7	38.2	26.3	17.2	13.0
Other repairs.....	70.0	55.9	52.7	62.2	73.9	6.7	....	5.3	6.9	....	23.3	41.2	....	24.1	17.4
Towing:															
In case of breakdown.....	60.0	50.0	42.1	34.5	52.2	10.0	2.9	15.8	20.7	....	20.0	41.2	21.0	41.4	21.7
In case of accident.....	60.0	47.1	42.1	34.5	56.5	10.0	5.9	15.8	20.7	....	16.7	41.2	15.8	41.4	21.8
Out of gas.....	60.0	50.0	42.1	34.5	56.5	6.7	2.9	5.3	17.2	....	16.7	41.2	26.3	44.9	21.8
Insurance:															
Personal injury and property damage.....	63.3	47.1	26.3	27.6	34.7	13.3	14.7	26.3	58.6	13.0	20.0	35.3	36.8	13.8	30.4
Fire and theft.....	60.0	44.1	31.6	27.6	39.1	6.7	5.9	10.5	37.9	....	30.0	44.1	47.4	27.6	47.9
Collision.....	56.7	47.1	36.8	13.8	30.4	3.3	5.9	....	34.5	4.3	33.3	44.1	47.4	37.9	47.9
City maps and guides.....	50.0	35.3	36.8	6.9	21.8	16.7	26.5	26.3	27.6	30.4	26.7	29.4	15.8	37.9	30.4

¹Includes 30 companies paying 5 cents a mile; 34 companies paying 6 cents a mile; 19 companies paying 7 cents a mile; 29 companies paying a combination allowance; and 23 companies paying a graduated allowance. In some cases totals do not add to 100% because "not shown" were omitted from the table.

which the company feels the salesman should be reimbursed.

More than half the replies indicate the following as items for which the company pays separately:

	% of Replies
Tolls (bridge, tunnel, ferry, highway).....	72.2
Garage storage (away from home).....	56.1
Parking fees (away from home).....	54.2

Commenting on the payment of tolls, one company states that "the reason the company pays the toll charges is so that there will be no incentive for the salesman to take the longer route in order to save himself money." One company states that it also pays for garage storage at the salesmen's homes. But it is assumed that this expense is usually borne by the salesmen, and it was not included as an item in the inquiry sheet.

3. Items Paid Separately by Salesmen

Items in this classification are not considered to be requisite to traveling on company business. When the expense occurs, it is the salesman's responsibility.

No central tendency exists in the method of paying for expense items other than those shown previously in classifications 1 and 2. Consequently, classification 3 does not appear to be a predominating practice in the case of any expense items except collision insurance, and then only by a small margin. However, at least one out of five companies indicates that salesmen personally assume responsibility for all other expenses except gas, oil, depreciation, tolls, storage and parking fees.

As in the case of collision insurance, company practices regarding certain other expense items do not fall unqualifiedly into any single classification. For example, practices regarding the expense of buying city maps and guides are split almost equally into the three methods. Expense items in which company replies are clearly divided into two classifications are tips to parking attendants, towing charges, fire and theft and collision insurance.

EFFECT OF RATE ON LIBERALITY

A second tabulation of the replies was made to see whether company practices were materially affected by the difference in mileage allowance plans or by the difference in rates among those companies which paid for car mileage on a flat mileage rate. The results are shown in Table 2. Several noticeable differences stand out.

It might be expected that companies paying a flat rate of seven cents a mile would be less liberal in paying additionally for certain expense items than companies which pay a flat rate of five cents a mile. The replies indicate the opposite. Cooperating companies paying the higher amount per mile are also more liberal in the practice of paying separately for garage storage, tips to parking attendants, parking fees, car wash and liability and property damage insurance. They are about equal in their practice of paying separately for the other items.

When mileage is paid for by a combination allowance (a flat rate a mile to cover actual operating costs, plus a fixed sum paid periodically to cover

other expenses) there is a greater preponderance of replies in the "paid separately by the company" column. To some extent this can be accounted for by the fact that most of the expense items in the survey are covered by the fixed periodic sum which is paid separately although *they are actually a part of the mileage allowance.*

TRADITION VS. ANALYSIS

It is possible to draw certain conclusions from the wide disagreement over which expenses the company should pay, and which should be paid by the salesman out of his own pocket. For example, it would seem that tradition and common practice are more influential in setting automobile allowance rates than an accurate study of the costs involved. This conclusion seems plausible, for it is unlikely that a single rate of six cents a mile, for example, can reimburse all salesmen equally when one takes into account the individual differences in driving conditions, gasoline prices, make and age of car and license fees.

Several companies have made careful studies of their automobile expenses in order to arrive at an equitable mileage allowance rate for all salesmen under any combination of circumstances and conditions. One company studied such expenses as repairs and maintenance, oil, lubrication, tires and tubes, battery charging and replacement, washing, cleaning and polishing, light bulbs, spark plugs, gasoline and storage. As a result, the company prepared a schedule of fifty-nine territorial rates, each of which was broken down into six separate rates depending on the age of the car. Each rate was further broken down into a combination fixed and variable allowance and its corresponding flat allowance per mile. The combination allowances for cars less than a year old ranged from a weekly allowance of \$7.64 plus a fixed allowance of 3.2 cents a mile to \$9.71 plus 3.3 cents. The average weekly allowance was \$8.36 plus 3.3 cents a mile. The flat rate per mile allowance for cars less than a year old ranged from 6.2 cents a mile to 7.1 cents, the average being 6.6 cents a mile. As the age of the car increased, the mileage allowance decreased.

According to a study of car operation costs made by the American Automobile Association in cooperation with Runzheimer and Company, cost accountant engineers, it costs 8.25 cents a mile to drive a postwar car, and 7 cents a mile for a prewar car. They reported that a combination allowance of \$1 a day plus 3.5 cents a mile is equitable when prewar cars in the Ford, Chevrolet and Plymouth class are used. The equivalent allowance reported for postwar cars in this class is \$1.30 a day plus 3.5 cents a mile.¹

Although 22% of the companies pay separately

¹See *Automotive News*, May 10, 1948, p. 56.

for personal injury and property damage insurance, it is quite likely that about half of them are referring to nonownership policies which protect the company only. These policies are written to cover two classes of employees who use their cars on company business. Class 1 employees are those who use their cars regularly in the performance of their duties. Class 1 employees would include outside salesmen and other employees who spend a considerable amount of time outside the office. Class 2 employees are those who use their cars infrequently and only incidentally on company business. The company's Class 1 premium for a nonownership liability policy is usually less than half the amount which the employee pays for his individual policy.

The Class 2 premium is relatively trifling, amounting, for example, to less than a dollar on an individual \$5,000/10,000 liability limit.

When a Class 1 employee carries his personal liability policy in the same insurance company as the one which carries the employer's nonownership policy, the insurer then reclassifies the employee as Class 2, thereby giving the company a substantial premium reduction in its nonownership insurance. Some companies contribute all or a part of this saving to the salesman on the ground that his liability insurance rate is higher than it would be if he operated his car for personal use only.

Moreover, through an omnibus clause in the salesman's policy, the company's liability is automatically protected exactly as if the company were named as a co-insured.

CONSIDERABLE MISUNDERSTANDING

Replies to the survey indicate that there is considerable misunderstanding about the relationship of insurance policy limits to bodily injury and property damage liability. In a typical case, a company carrying a \$25,000/50,000 liability insurance policy states that the smaller amount is the insurance limit for property damage and the higher amount the limit for bodily injury. Actually, both amounts refer to the insurance limit for bodily injury. The smaller amount is the limit for injuries to one individual; the larger amount is the limit for a single accident. The limit usually written for property damage applying to passenger cars is \$5,000, although there has lately been a tendency to increase that amount.

Specific problems should be taken up with a competent underwriter.

Complete details of the automobile expense survey are shown in tables 1 and 2.

ELMER W. EARL, JR.

Division of Personnel Administration

Pay for Union-Management Meetings

THE passage of the Taft-Hartley Act has raised some question as to whether an employer can pay workers on union committees handling grievances, negotiation and arbitration. The reason why this doubt existed in the minds of some employers was Section 302 of the act which says that "it will be unlawful for any employer to pay or deliver, or agree to pay or deliver, any money or other thing of value to any representative of any of his employees."

An eastern employer, basing his actions on Section 302 of the act, decided against paying his employees on union committees for the time spent in contract negotiations, discussing grievances, and attending arbitration procedures. Leaders of the CIO local union, therefore, sought information from the Wage and Hour and Public Contracts Divisions of the United States Department of Labor as to the liability of this employer for payment for time so spent by employees. The Wage and Hour inspector and the regional director of the division informed the employer that under the division's interpretation of the Wage-Hour law, these employees would have to be paid for time spent on negotiations, grievances, and proceedings if this time occurred during the employees' regularly scheduled working hours.

The employer, on the basis of the regional office interpretation, then established the policy of holding all negotiation and grievance meetings outside the regularly scheduled shift hours of union committee members. The employer does not, however, pay them for this time.

ADMINISTRATOR'S OPINION

THE CONFERENCE BOARD sought from William R. McComb, Administrator of the Wage and Hour and Public Contracts Divisions, a definite opinion on the matter. His authorized commentary on the situation follows:

"The statements concerning the Wage and Hour Law represent substantially the views of these Divisions regarding time spent by employees during regular working hours in connection with collective bargaining, a discussion of grievances, working conditions, or other similar matters. The situation which exists and which we usually encounter are those in which regular employees of an establishment are required to leave their work temporarily during the regular working day in order to perform other duties closely related to the employer's business. It is my belief that an employee should not be required to suffer loss of pay for time so spent.

"You will understand that I cannot express my opinion as to the requirements of the Taft-Hartley Act."

To substantiate his reply, Mr. McComb pointed to Section 8 (a) (2) of the Taft-Hartley Act, which says:

"It shall be an unfair labor practice for an employer to dominate or interfere with the formation or administration of any labor organization or contribute financial or other support to it: Provided, that subject to rules and regulations made and published by the board pursuant to section 6, an employer shall not be prohibited from permitting employees to confer with him during working hours without loss of time or pay."

Section 6 of the act, referred to in the above section, says:

GUIDE TO CLAUSES ON PAY FOR GRIEVANCE TIME

Type of Clause	Clause Number
Employer Pays	
Employer pays for grievance time during working time.....	1, 2, 3, 4, 5, 16, 18, 19, 20, 26, 27, 28, 36, 43
Employer pays for grievance time outside working hours.....	4
Employer pays if he calls meeting.....	8, 9, 23, 24, 37
Employer pays for one-half of time.....	12
Employer pays up to specified step.....	18, 19, 20
Employer pays one-half time of special worker.....	17
Employer pays if union wins.....	10
Union Pays	
Employer and union split grievance pay.....	11
Union pays committeemen if union requests meeting.....	9
Loser pays.....	13
Basis of Pay	
Committeemen paid at straight time rate.....	4, 14, 16
Committeemen paid base rate plus fixed percentage.....	5, 6
Committeemen paid averaged earned rate.....	7, 16
Grievance pay does not affect overtime pay.....	3
Limitations	
Union will keep meetings within reasonable time.....	3
Limitation on amount of time paid for.....	14, 15, 36
Protection against abuse of grievance pay.....	21
Worker shall notify supervisor of absence for grievance committee meetings.....	1, 7
Employer shall not pay.....	22, 23, 24, 25, 32

"Section 6. The board shall have authority from time to time to make, amend, and rescind, in the manner prescribed by the Administrative Procedure Act, such rules and regulations as may be necessary to carry out the provisions of this act."

COUNSEL OKAYS PAYMENT

Robert N. Denham, General Counsel of the National Labor Relations Board says that he is in substantial agreement with Mr. McComb and believes that Section 8(a) (2) would permit payment to union committeemen for time spent during working hours conferring with the employer or his representatives. Mr. Denham also points out that Section 302 makes an exception to its prohibition of payment to union representatives "with respect to any money or thing of value payable by an employer to any representative who is an employee or former employee of such employer, as compensation for, or by reason of, his services as an employee of such employer" (Section 302 c). He said that Section 302, under the Taft-Hartley Act, comes under the jurisdiction of the Department of Justice and that any interpretation or action under Section 302 would have to be made by that department.

PAY FOR GRIEVANCE TIME

THE CONFERENCE BOARD's survey of 313 post Taft-Hartley contracts indicates that almost half (134 or 42.8%) the companies pay for grievance committee's time during working hours. More than half of the 128 CIO contracts, but only 30% of the 125 AFL contracts provide pay for such time.

Only 3.8% of the contracts specifically say that the employer shall pay for time after working hours.

Thirteen contracts, or 4.2%, require the employer to pay for this time if he calls the meeting. Five contracts, or 1.6%, provide that the employer and the union split the expense for time spent by committeemen during working hours. All five are CIO contracts.

Nineteen of the contracts, or 6.1%, provide that the

employer does not pay for time spent by committeemen on grievances.

Considerable indecision is shown by the fact that 45% of the 313 contracts analyzed do not specifically cover the subject of payment to committeemen for time spent on grievances (Table 1).

GRIEVANCE PAY CLAUSES

The grievance clauses of 134 of the 313 contracts stay well within the bounds established by the opinions of Wage-Hour Administrator McComb and General Counsel Robert N. Denham. These grievance clauses state that the workers on grievance committees shall be paid for all time spent during working hours.

Pay for Time During Working Hours

An agreement between a midwestern utility company and the Utility Workers of America (CIO), provides for pay for time spent during working hours and prohibits payment for time outside of working hours.

Clause 1. "Any steward or other employee shall be excused from his regular duties but shall be paid his regular straight-time pay, without overtime, for the discussion of grievances with representatives of the company on company property. No employee not scheduled to work during the period of discussion of grievances with the company shall be paid by the company for such nonworking time devoted to such discussion or negotiation. Each such employee shall give his supervisor reasonable notice of his anticipated absence from work for such discussion or negotiation."

An agreement between a western manufacturing company and an AFL Building and Construction Trade Council requires grievances to be processed during working hours and employees paid for this time.

Clause 2. "Grievances shall be processed during working hours. The employees involved shall be paid for their time spent in grievance proceedings during working hours."

An agreement between an eastern manufacturing

TABLE 1: PAYMENT TO UNION COMMITTEEMEN FOR TIME SPENT ON GRIEVANCES
IN 313 POST-TAFT-HARTLEY CONTRACTS

Provision	Total		AFL		CIO		Ind.	
	Num- ber	Per Cent	Num- ber	Per Cent	Num- ber	Per Cent	Num- ber	Per Cent
Total analyzed.....	313	....	125	....	128	....	60	....
Employer to pay for time during working hours.....	134	42.8	38a	30.4	66	51.6	30b	50.0
Employer to pay for time outside working hours.....	12	3.8	5	4.0	6c	4.7	1	1.7
Employer and union split expense for time during working hours.....	5	1.6	....	....	5	3.9	....	....
Employer and union split expense for time after working hours.....	1	.8	....	....	1	.8	....	....
Employer to pay if he calls meeting.....	13	4.2	3	2.4	6	4.7	4	6.7
Employer does not pay for time.....	19	6.1	4	3.2	12	9.4	3	5.0
Payment for time not specified.....	141	45.0	80	64.0	38	29.7	23	38.3

aIn one contract, company pays for first 15 minutes of excused absence.

bIn one contract, company pays at \$1.50 an hour but only if contention of union is sustained.

cIn one contract, employer pays time and one half if he calls employee after working hours.

company and the United Rubber Workers (CIO) does not specify whether the time to be paid for is for time spent during working hours or outside of working hours.

Clause 3. "Meetings between the union plant bargaining committee and the company will be held the second Wednesday of each month, but such regular meetings may be postponed or waived by the mutual consent of the parties. Special meetings may be called from time to time by mutual consent of the parties. The company agrees that representatives of the union shall not suffer any loss of wages for time lost while attending the meetings referred to in this paragraph, with the exceptions noted below, provided they are scheduled to work at such time and further provided that any such time spent at such meetings shall not affect any right to overtime which they may have. The union on its part agrees that it and its representatives will diligently endeavor to keep such meetings within reasonable limits of time and frequency."

Time Outside of Working Hours Paid

Only twelve agreements (3.8%) require pay for time outside of working hours. The International Brotherhood of Electrical Workers (AFL) contract with an eastern manufacturing company, for example, requires pay for all time spent by committeemen with management.

Clause 4. "Union representatives shall be paid at regular straight time hourly rates for time spent in conference with the company management, whether within or outside of regular working hours."

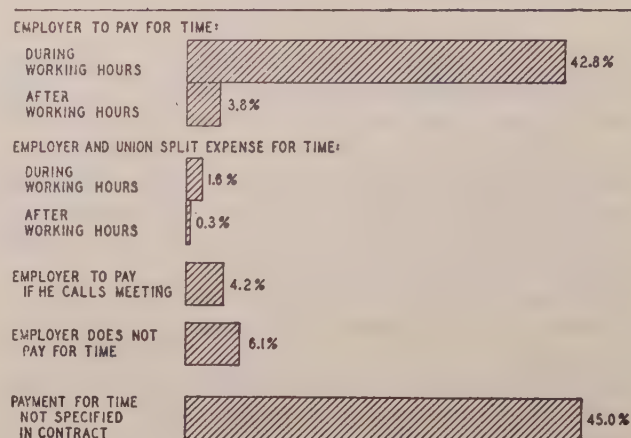
Section 302 of the Taft-Hartley Act bans payments to union representatives. Wage-Hour Administrator McComb and General Counsel Denham pointed out that the act provides certain exceptions to this ban. However, the exceptions apply only to union committeemen for time spent during working hours. In their opinion they made no mention of payment for time spent outside of working hours. It is entirely possible that such payments may be construed as coming within the ban on payments to union representatives.

Grievance Pay for Incentive Workers

A number of contracts set up special grievance pay for incentive workers. The reason they do so is because the incentive worker ordinarily makes more than his base rate. If he were to be paid his straight-time hourly rate for grievance committee time he would lose money by being on the grievance committee. Union contracts therefore often provide that he receive his base pay plus a specified percentage. However, there may be a danger in such arrangements. If the percentage to be added to the straight-time hourly rate exceeds that ordinarily earned by an incentive worker, it might be construed as either improper assistance to the union under Section 8 (a)

Chart 1: Payment to Union Committeemen for Time Spent on Grievances in 313 Post-Taft-Hartley Contracts

Source: THE CONFERENCE BOARD
Percentage of Total



(2), or payment to union representatives under Section 302 of the Taft-Hartley Act.

Extra compensation equal to 33% of base rate is paid to grievance committee members under a New England manufacturing company's contract with an independent union.

Clause 5. "The union department steward or the plant head steward as designated by the union shall be afforded such time off as may be reasonably required to attend the conference meetings with representatives of management. Employees participating in conference meetings with representatives of management shall be compensated for such time lost from piecework operations at the job rate for such operations plus 33% and in other cases at their then existing hourly earnings."

Extra compensation of 20% over and above the base rate for time spent on grievances is provided in an International Brotherhood of Electrical Workers (AFL) contract with an eastern manufacturing company.

Clause 6. "Union stewards, and other members of the grievance committee shall not suffer any loss of pay in the handling of grievances, and shall be paid at their base rate, plus 20%, providing such grievances are handled in accordance with procedure outlined above."

Stewards shall be paid by the company at their average earned rate for all time spent investigating or negotiating grievances under a midwestern company's agreement with the UAW-CIO.

Clause 7. "Stewards shall be paid by the company at their average earned rate for all time spent during working hours in investigating and negotiating grievances. To insure reasonable use of such time approval must be given by the foreman."

Some agreements provide for pay to grievance committeemen only if the company calls a meeting. This occurs in a western company's agreement with

the International Union of Mine, Mill and Smelter Workers (CIO).

Clause 8. "Meetings between the grievance committee and the management will not be on company time unless special meetings during working hours are arranged for by the management in which event there shall be no loss of pay to the employees involved."

When Union Pays

An unusual clause appears in the agreement between a hosiery company and the American Federation of Hosiery Workers (CIO). It provides that if the union requests a meeting the union shall pay the members of the grievance committee. If the company requests the meeting the company shall pay the grievance committee members.

Clause 9. "It is hereby agreed between the parties that the present method of paying members of the grievance committee for time lost in handling grievances shall remain in effect. In those cases where a meeting has been requested by the union on grievances, the union shall pay the grievance committee members for such time lost. In those cases where management requests a meeting with the grievance committee, management shall pay the members of the grievance committee for such time lost."

Company Pays If Union Wins

The company pays if the union wins according to a contract between an eastern manufacturing company and an independent union. If the union wins the company pays each union representative a flat rate of \$1.50 an hour.

Clause 10. "A notation, initialed by union and employer representatives of the time jointly spent by them at each stage of consideration of a grievance shall be entered on the 'Initiation of Grievance' form. The aggregate of such time shall be computed when the grievance is settled, and the employer will reimburse the union for such time spent on any grievance in which the contention of the union is sustained at the rate of one dollar and fifty cents per hour for each authorized union participant. Such reimbursement shall be made upon an itemized statement to be rendered by the union monthly by check drawn to the order of the union and delivered to the financial secretary of the union."

Split Grievance Pay

A few contracts provide that company and union shall split pay for grievance time. A southern manufacturing company's contract with the CIO Chemical Workers reads:

Clause 11. "The union agrees to pay one half of all the time lost by committeemen in handling grievances and the company will pay the other half."

Pay for One-half Time

Only one half of the time spent by the grievance committee members is paid for under the agreement

between a midwestern manufacturing company and the United Electrical Workers (CIO). If Administrator McComb's opinion (that the employee must receive pay for all time spent during working hours meeting with the employer) applies to this situation there may be some doubt as to whether union leaders have the right to bargain away half the union grievance committeemen's pay for the time he spends in grievance hearings during working hours.

Clause 12. "The union's grievance committee shall consist of not more than four employees of the company who shall be privileged to call in their international representative and/or business agent. Meetings of the committee with the employer's representatives shall be held on Wednesday at 3:15 P. M., whenever either party, forty-eight hours in advance of the time set for the meeting, delivers to the other a list of the grievances to be considered at such meetings. The employer will pay members of the committee at their respective base rates for one half of their time lost from scheduled production during such meetings."

Loser Pays

The loser pays the grievance committee under a contract between a midwestern company and the CIO United Steelworkers of America.

Clause 13. "Meetings between the union grievance committee and the superintendent or works manager may be held for the purpose of adjusting disputes of a general nature as may be reasonable and necessary, provided that meetings for this purpose shall be held not oftener than once a month.

"Union representatives necessary to the adjustment of grievances in the first two steps shall receive their regular base pay for the time spent in handling grievances during their regularly scheduled work shift; if it is proven that the company is in violation of this agreement such payment shall be made by the company, but if it is proven that the company is not in violation of this agreement such payment shall be made by the union."

Amount of Time Paid For

In many cases, union contract negotiators set up a limitation on the amount of paid time spent on grievances. These limitations may run from the vague concept of reasonable time to a specific number of hours. In some cases the contract specifically provides that designated individuals may spend as much as one half their time on grievances.

Under a midwestern company's contract with the United Steelworkers of America (CIO) the employer pays grievance committeemen for time, not in excess of two hours, spent at meetings.

Clause 14. "The company shall pay the members of the grievance committee at their regular rates of pay for time, not in excess of two hours, spent at meetings held in accordance with the third step above described."

Total payment of not more than twenty-five hours a week is the limit which has been established in a

contract between an eastern company and an AFL federal union.

Clause 15. "Shop stewards, seven in number, shall not lose pay for time spent in the handling and settling of grievances, disputes or differences providing time so spent shall not exceed a total of twenty-five hours for all the stewards, such hours shall not be cumulative from week to week. The stewards shall note on the reverse side of their green time card the nature of the grievance and time spent on such grievance."

Full-time Officers

Two full-time union officers are provided by an agreement between a midwestern manufacturing company and the International Union of Mine, Mill and Smelter Workers (CIO). The agreement also provides that all authorized time spent by union committeemen shall be paid for by the company.

Clause 16. "Two full-time union officers, a president and chief steward, shall be elected at the [names of cities] plants and one full-time union officer, the chief steward, at the [city's name] plant.

"The company will make available to each local union reasonable office space to further the efficient and expeditious administration of this contract during its term, it being understood that such space will be used solely for company-union matters to mutually further the best interests of the parties in accordance with the spirit and intent of this agreement.

"Departmental stewards and local union officials shall notify their department foremen before leaving their departments on union business. All other employees must secure permission of their foremen before leaving their departments on union business in order to receive credit for lost time, and their time cards must be signed by the foremen. Departmental stewards requiring more than two hours in any day for union activities shall request special permission from their foremen. All time allowed to authorized official representatives of the local union handling grievances in the plants shall be paid for by the company. All time lost by authorized representatives of the union, who are in the employ of the company, in the conduct of negotiations or meetings with the company shall be paid for by the company on the basis of their scheduled work week. The term 'authorized' means those officials who have been authorized by the local unions and who have been properly certified to the local management.

"Wages for union business shall be paid on the following basis: 1. An hourly rated employee shall be paid at his own hourly rate. 2. An incentive worker shall be paid at a rate equal to his most recent quarterly average hourly earnings. However, an incentive worker in the mechanical divisions shall be paid his hourly rate plus incentive earnings equal to the department's most recent quarterly average hourly incentive earnings."

One half the time of a specially designated worker shall be paid for under an agreement between a western company and the AFL carpenters.

Clause 17. "The union and the company will designate

one employee acceptable to both the company and the union who will spend one half of each regular working day as the union representative in the handling of employee grievances for the entire bargaining unit. Said representative shall be known as the plant steward, and his duties will include the following:

"(a) Make the rounds of the plant each day and confer with employees having complaints to determine whether or not said complaint should be presented to the foreman for adjudication.

"(b) Sit in on employee-foreman conferences and in the event a complaint becomes a grievance assist employee in properly writing up the grievance as provided.

"(c) Present all grievances to the director of industrial relations and confer with him in an attempt to reach a settlement satisfactory to the company and the aggrieved employee.

"(d) Act as a member for the union of the joint grievance committee."

Pay to Specified Step

Some union contracts limit payment to grievance committeemen by stating the company will pay them only for working on grievances up to a specified step. For example, the union contract of an eastern corporation and the CIO United Electrical Workers Union states that committeemen will be paid up to and including the third step for the grievance procedure.

Clause 18. "Payment for investigation and disposal of grievances: The company agrees to pay for the company time lost by any duly authorized and designated union representative in the investigation and prompt and orderly disposal of grievances up to and including the third step of the grievance procedure as set forth in articles 7 and 8 of this national agreement. In the event that either party to this agreement is of the opinion that excess time is being spent on the disposal of grievances by any representative of either party, that matter may be referred by either party directly to the grievance appeal committee for solution, and if not there disposed of, the same may be made the subject of a grievance at that step."

An agreement between an eastern manufacturers' association and the CIO Textile Workers provides pay for steps 1 and 2 of the grievance procedure when they take place during the working hours.

Clause 19. "Where steps 1 and 2 of the grievance procedure take place during working hours, the employer will pay on a straight-time basis for time actually lost by the shop steward, the union committeemen, and the employee involved. The employer shall not be bound to pay for the time lost in attending to steps 3 and 4 of the grievance procedure."

Only the time spent by grievance committeemen before grievances are reduced to writing will be paid for under an agreement between an eastern manufacturer and District 50 of the United Mine Workers of America.

Clause 20. "The company will pay both the employee and the shop steward at their regular hourly rate for the time used in attempting to adjust the grievance up to the time said grievance is reduced to writing as aforesaid. However, all time used during working hours by the employee, shop steward and members of the plant committee after the grievance has been reduced to writing as aforesaid, shall be without pay. Neither the employee, shop steward, nor the plant committeemen or committee, shall have the right to visit parts of the plant other than where they regularly work without permission of a foreman."

Protection Against Abuse of Privilege

Protection against abuse of grievance committeemen payment is attempted in the contract between a manufacturing company and the United Shoe Workers of America (CIO). It provides that "an employee whom management calls in from his work to discuss a grievance shall not be reimbursed if the grievance proves to be without any reasonable basis or is brought in bad faith." Interpretation of this section is subject to arbitration.

Clause 21. "The union grievance committee shall be composed of five stewards to be chosen by all of the stewards in the shop, which committee shall serve for the duration of this agreement. The steward in whose department a grievance has arisen (who is not already a member of the union grievance committee) is automatically an additional member of the union grievance committee at all meetings when that grievance is discussed.

"Any steward, including the chief steward, shall be permitted to leave his work, after reporting to his foreman, for the purpose of adjusting or investigating grievances in his department in accordance with this agreement and attending meetings with the management or with the grievance committee; provided, however, that except for meeting with the management, no steward, including the chief steward, shall be permitted to leave his work for more than eight hours in any one week. Any employee who is called from his work by the management to discuss a grievance shall be reimbursed by the management for his time so lost; provided, however, that the employee who has filed a grievance shall not be reimbursed for his time lost during the periods when he is called to discuss his grievance; provided, further, that the time lost by an employee (not a complainant) whom the management calls in from his work to discuss a grievance shall not be reimbursed if the grievance proves to be without any reasonable basis or is brought in bad faith. If the employer has called an employee from

his work and is not required to reimburse him because of the above, he must request in writing within forty-eight hours that the plant grievance committee investigate his claims, unless it has already been determined as the employer contends. If the plant grievance committee finds that his claim is true, those employees called from work by the management need not be reimbursed. If the plant grievance committee fails to agree on this, it shall be subject to arbitration."

Employer Does Not Pay

Nineteen, or 6.1% of the 313 contracts analyzed specifically state that the employer shall not pay for grievance time. (See Table 1.) Such a clause may be a simple statement such as appears in a contract between a midwestern manufacturing company and the United Steelworkers of America (CIO):

Clause 22. "Time spent in investigating and discussing grievances and in grievance meetings shall not be paid for."

An agreement between an eastern manufacturing company and the International Brotherhood of Electrical Workers (AFL) prohibits payments to employees for grievance or arbitration hearings:

Clause 23. "No employee shall be paid by the company for absence from his assigned place of work while attending hearings of or before the company's grievance committee or any arbitration hearings or proceedings which may later be instituted."

A New England manufacturing company's agreement with the United Steelworkers of America (CIO) specifies that grievances shall be handled outside of working hours. The only time the company pays for grievances during working hours is when it requests the meeting:

Clause 24. "Grievances shall be taken up outside of the regular working hours wherever possible, and if within regular working hours without pay for time lost except when the company requests a meeting during working hours."

The employer shall not indemnify any employee for wages lost because of grievances according to a contract between a southern manufacturing firm and the United Mine Workers of America, District 50.

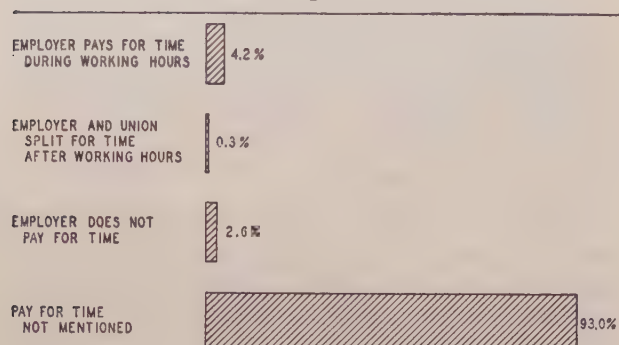
Clause 25. "A member of the shop committee, desiring to leave his work for the purpose of investigating a grievance

**TABLE 2: PAY FOR TIME SPENT ON NEGOTIATING COMMITTEE
IN 313 POST-TAFT-HARTLEY CONTRACTS**

Provision	Total		AFL		CIO		Ind.	
	Num- ber	Per Cent	Num- ber	Per Cent	Num- ber	Per Cent	Num- ber	Per Cent
Employer to pay for time during working hours.....	13	4.2	1	.8	9	7.0	3	5.0
Employer and union split expense for time after working hours.....	1	.3	....	....	1	.8	....	....
Employer does not pay for time.....	8	2.6	2	1.6	2	1.6	4	6.7
Payment for time not specified.....	291	93.0	122	97.6	116	90.6	53	88.3
Total.....	313	100.0	125	100.0	128	100.0	60	100.0

Chart 2: Pay for Time Spent on Negotiations in 313 Post-Taft-Hartley Contracts

Source: THE CONFERENCE BOARD
Percentage of Total



ance, shall apply for and receive a permit from his supervisor so to do, such application and permit to designate the part of the factory to which said member wishes to go. The employer shall not compensate or indemnify any employee for services or wages lost in connection with collective bargaining or the adjustment of grievances."

PAY FOR NEGOTIATING TIME

Pay for time spent by employees on union committees that negotiate with the employer is seldom mentioned in union contracts. Only 13 contracts, or 4.2% of the 313 contracts analyzed specifically provide that the employer is to pay for this time. One contract says that the union is to split this expense with the employer. Eight contracts or 2.6%, state that the employer shall not pay for this time. The rest, 291, or 93%, do not specify whether the employer is to pay for this time. (Table 2)

Wage-Hour Administrator William R. McComb's opinion, however, would seemingly indicate that he holds that members of the negotiating committee must be paid if meetings are held during working hours.

Payment Required

Provisions that the employer is to pay for time spent by employees on union negotiating committees are usually quite simple. A contract of a New England manufacturing company with the International Association of Machinists, for example, merely says:

Clause 26. "Employees duly authorized to handle grievances and conduct negotiations shall be afforded the necessary time without loss of pay."

Union Activity Limited

Union activities on company time are limited to collective bargaining and the handling of grievances according to a contract of an eastern manufacturer with the International Association of Machinists.

Clause 27. "It is agreed that Association activities on company time shall be limited to collective bargaining, and

the handling of grievances with the company representatives."

The contract of a New England manufacturing company with the International Association of Machinists prohibits pay claims for time spent on negotiations outside of scheduled working hours.

Clause 28. "Employees duly authorized to handle grievances and conduct negotiations shall be afforded the necessary time off without pay deductions, but no claims for pay outside of the scheduled hours of this department shall be made."

Party Calling Meeting Pays

The party who calls a bargaining meeting pays under a contract between a western manufacturing company and the UAW-CIO. The agreement provides for regular monthly meetings between the company representatives and the union bargaining committee. It does not specify whether these meetings are to be paid for. It also makes provision for special bargaining meetings. These meetings are to be held outside of scheduled working hours. The clause states that whoever calls these meetings shall pay for the time lost by union committeemen.

Clause 29. "If, in the judgment of the majority of the bargaining committee representing the union, or, if in the

GUIDE TO CLAUSES ON PAY FOR NEGOTIATING TIME

Type of Clause	Clause Number
Employer pays for negotiating time during working hours.....	26, 27, 28, 30, 36
Limitation on amount of time paid for.....	30, 31, 36
Employer and union bear own expenses.....	35
Party calling meeting pays.....	29, 31, 37
Employer does not pay for negotiating time.....	25, 32, 33, 34

judgment of the majority of the bargaining committee representing the company, a special meeting is vitally necessary in the interest of the welfare of the business and to preserve harmonious labor-management relations, a special meeting will then be called. It is understood and agreed that when a special meeting is called that it will take place immediately following the scheduled working hours. The party calling the meeting shall compensate the union bargaining committee."

Limitations on Time

Some agreements require the employer to pay for the time spent by negotiating committeemen, but place a limitation on the amount of time for which the employer will pay. For example, a contract between a western company and the United Gas, Coke and Chemical Workers of America (CIO) places a 200-hour limit for negotiating time.

Clause 30. "Time lost from regular work by union committee members while conferring with company representatives for the purpose of settling grievances, and up to two hundred hours while negotiating new contract changes at the plant, shall be paid by the company."

A limitation of one and a half hours for the regular weekly meetings between the company and the executive board of the union occurs in a contract between a midwestern company and the UAW-CIO. Lost working time that is incurred by the union's executive board because of a special meeting shall be paid for by the party requesting such a meeting.

Clause 31. "For effective collective bargaining, the company shall meet the executive board of the union at least one day each week, on a day and time to be agreed upon by both parties, and at any other time mutually agreed upon. The company shall pay for lost working time up to one and one-half hours incurred by each member of the board attending such regular scheduled meeting. Lost working time incurred by executive board members attending agreed upon special meetings will be paid by the party requesting such meeting."

Prohibition on Payments

Some agreements specifically state that the employer is not required to pay, or he is prohibited from paying, union committeemen for negotiating time.

An agreement between a southern company and the UAW-CIO says that the company shall in no case pay for any time spent by committeemen during negotiations.

Clause 32. "The company in no case will pay for any lost time nor will it reimburse any union representative for time spent on grievances outside of such representative's regular working hours or for any time spent during negotiations."

Meetings between the bargaining committee of the union and the representatives of the management are normally to be held outside of scheduled working hours under an agreement between a midwestern manufacturing company and the UAW-CIO. This

contract states that attendance at such meetings will not be paid for.

Clause 33. "Regular meetings between the president and bargaining committee of the union and representatives of management will be by mutual agreement, and will be held normally outside of scheduled working hours, and for attendance at such meetings no pay for time used will be made to committeemen. Not less than five hours notice shall be given by either party to the other of a desire to hold such meeting."

Time Off Without Pay

Union negotiating committeemen are afforded time off without pay under an agreement between a western manufacturing plant and District 50 of the United Mine Workers of America.

Clause 34. "Employees acting as members of the union contract negotiating committee will be afforded time off without pay to attend negotiating meetings."

An agreement between an eastern manufacturing company and District 50 of the United Mine Workers of America says that each party shall bear its own expenses.

Clause 35. "Each party shall bear its own expenses during contract negotiations."

PAY FOR ARBITRATION TIME

Pay for time spent by employees in arbitration hearings seldom appears in union contracts. Of 313 contracts analyzed, only two require the employer to pay union committeemen for time lost in arbitration proceedings. Seven contracts, however, state that the company will not pay union committeemen for the time lost in arbitration proceedings. Two contracts state that the union shall not request the employer to pay for time lost in arbitration proceedings. Four agreements state that the company shall not compensate workers for time lost in arbitration proceedings. (See Table 3.)

Some contracts differentiate between pay to union

TABLE 3: PAY FOR TIME SPENT IN ARBITRATION PROCEEDINGS
IN 313 POST-TAFT-HARTLEY CONTRACTS

Provision	Total		AFL		CIO		Ind.	
	Num- ber	Per Cent	Num- ber	Per Cent	Num- ber	Per Cent	Num- ber	Per Cent
Employer will pay union committeemen for time lost in arbitration proceedings. . . .	2	0.6	1 ^a	0.8	1	0.8	....	....
Employer will not pay union committeemen for time lost in arbitration proceedings. . . .	7	2.2	1	0.8	5	3.9	1	1.7
Employer shall not compensate workers for time lost in arbitration proceedings. . . .	4	1.3	2	1.6	....	....	2	3.3
Union shall not request employer to pay for time lost by workers in arbitration proceedings. . . .	2	0.6	....	....	1	0.8	1	1.7
Employer will pay time lost by workers called as witnesses by the company. . . .	6	1.9	1	.8	2	1.6	3	5.0
Employer will pay expenses of witnesses called by the company. . . .	4	1.3	....	....	4	3.1	....	....
Pay for time spent in arbitration not specified. . . .	254	81.2	104	83.2	106	82.8	44	73.3
No arbitration clause. . . .	34	10.9	16	12.8	9	7.0	9	15.0
Total. . . .	313	100.0	125	100.0	128	100.0	60	100.0

^aWhen arbitration is initiated by employer

committeemen and pay to witnesses called to the company. Six contracts state that the company will pay for time lost by workers called as witnesses by the company. Four contracts specify that the employer will pay the expenses of witnesses he calls. Presumably, the latter item might include traveling expenses. (See Table 3.) Of the total of 313 contracts analyzed, 34 did not contain an arbitration clause. Of the 279 contracts that did contain arbitration clauses, 254 did not mention payment for time spent in arbitration. (See Table 3.)

Payments for Arbitration Time Required

Pay to shop committeemen for time up to sixteen hours spent in arbitration proceedings is allowed under a contract between a midwestern steel company and the UAW-CIO.

Clause 36. "Members of the shop bargaining committee required to attend meetings or individually to investigate grievances, shall be reimbursed for such time lost from their regular work up to a maximum of eight hours pay in any work week, except for weeks during which contract negotiation meetings and/or arbitration hearings are held, during which weeks a maximum of up to sixteen hours will be allowed."

Pay If Company Initiates Arbitration

If the company initiates the arbitration proceedings, shop stewards shall be paid under a contract between an east coast manufacturing company and

GUIDE TO CLAUSES ON PAY FOR ARBITRATION TIME

Type of Clause	Clause Number
Employer pays for arbitration time during working hours.....	36
Employer pays if he initiates arbitration.....	37
Employer and union bear own expenses.....	39, 40, 41
Each party pays own witnesses.....	38, 39, 40
Employer does not pay for arbitration time..	23, 42, 43

the Brotherhood of Painters, Decorators and Paperhangers of America (AFL).

Clause 37. "Grievance meetings called by employer shall be held on employer's time; grievance meetings called by union shall not be held on employer's time. In the case of arbitrations initiated by employer, the shop steward shall be paid for time lost. Except as aforesaid, grievances shall be adjusted after working hours so far as practicable."

Pay to Witnesses

A contract between a western manufacturing company and the United Shoe Workers of America (CIO) sets up rules for payments to witnesses called both by the company and the union. It states that all workers called by the company as witnesses during

the work day shall be paid their regular rates of pay. This pay does not go to the complainant. Witnesses called by the company or the union outside their regular hours of work shall be paid at the rate of \$2 a session. The party that calls the meeting pays.

Clause 38. "All employees (except a complainant) called as witnesses by the company must be paid at their regular rate of pay if during the work day. The regular rate of pay is determined by the average hourly rate earned by such employee. If the arbitration hearing is held not during working hours, the employer shall pay such witnesses at the rate of two dollars per session attended in addition to transportation expense. Witnesses called by the union shall be compensated by the union at the same rate."

Party Calling Witness Pays

One method of getting around the difficulty of paying witnesses is used by a number of companies and unions. In these cases the party who calls a witness pays the witness for lost time. Several examples of such clauses follow:

Clause 39. "All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other. The expenses of any witness called by the umpire shall be allocated to the parties by the umpire, in his discretion." (*Agreement between an automobile manufacturer and UAW-CIO.*)

Clause 40. "The company and the union shall bear the expenses of their respective appointees and shall share equally the expenses of the third arbitrator together with other expenses which may be necessarily incurred, except that each party shall be responsible for the expenses of any witnesses it may call." (*Agreement between an eastern manufacturing company and the United Steelworkers of America.*)

Clause 41. "Either party may at its option and at its own expense have the arbitration proceedings reported and transcribed. Each party shall bear the fees and expenses, if any, of its own arbitrator and one half the fees and expenses of the third arbitrator, together with one half of any expenses properly incurred by him. Each party shall be responsible for all expenses incurred by it in the presentation of its case, including the payment for time lost of any employee called as a witness." (*Agreement between a western manufacturing company and the UAW-CIO.*)

Employers Shall Not Pay for Arbitration Time

Contract clauses that say the employer shall not pay for arbitration time do so in a variety of methods. One contract, for example, says that the union shall not request the employer to pay for such time. This provision occurs in a contract between an eastern textile company and District 50, United Mine Workers of America.

Clause 42. "The union shall not request the employer to reimburse any employee for pay which he loses in connection with arbitration proceedings."

Some agreements provide for pay for grievance time but do not require pay for arbitration time. This arrangement occurs in an agreement between the UAW-CIO and a western manufacturing company.

Clause 43. "The company shall pay for all necessary time consumed in the handling of grievances as set forth in this article. It is understood in this connection that the company

shall have the right to limit the extent of its liability for time consumed in handling of grievances. The company shall not pay for time consumed in special meetings called by the union as provided in this article or in connection with arbitration."

JAMES J. BAMBRICK, JR.

Division of Personnel Administration

Management and Labor Leaders as Impartial Mediators¹

By THEODORE W. KHEEL

Director, New York City Division of Labor Relations

THE New York City Division of Labor Relations was set up to handle labor disputes that affect the public welfare of the city. It was established in October, 1946. Since that time the division has handled approximately 150 labor disputes.

NEED NOT BE NEUTRAL

The division's experience indicates that it is very helpful to call in the foremost citizens of the city for assistance in the settlement of labor disputes. A group of such citizens, acting as a committee, undertake to prevail upon employers and labor leaders directly involved in the dispute to settle it peacefully. They say to them that the people of the city have a stake in the peaceful settlement of the dispute and want to see it settled without strife.

Perhaps as a result of the National War Labor Board's practices and procedures,² many people believe that mediators of labor disputes must be persons who by affiliation are completely neutral. By general practice, they often think of a labor mediator as a professor of some university or as a pastor of some church. At the city's Division of Labor Relations, we have discovered that affiliation with industry or labor is not necessarily a bar to honest and forthright work in behalf of the community. We have found that it is entirely possible for a businessman or a labor leader not personally involved to view the dispute of some other company or union objectively in the public interest. We have found that management and labor leaders who have regular and extensive experience in dealing with people—and labor relations are essentially human relations—are best equipped to deal with the situations arising in labor disputes.

¹Excerpt from an address delivered by Theodore W. Kheel before the 294th Meeting of the National Industrial Conference Board.

²Mr. Kheel was executive director of the National War Labor Board during 1944 and 1945.

I recall one dispute we had where we felt that the union was a little off base, to put it mildly. I believe that the union was asking for an increase of about 110%. After collective bargaining, they had come down to 109%. At that juncture, we set up a committee composed of five members, everyone of whom was a labor leader. I recall the look on the faces of the employer representatives when they came before that committee. They were aghast at the thought that the mediators were going to be five representatives of "the enemy." I took them aside and at least persuaded them to wait. To their great surprise and satisfaction, the five panel members, all representatives of labor, got the union down to a demand for a 10% wage increase. This made possible a settlement that was satisfactory to employer and union.

MEDIATORS OF HIGH CALIBER

Another committee that served in a New York City labor dispute was predominantly made up of employer representatives. It consisted of the president of a large manufacturing company, the president of a large department store, one of New York City's leading employer attorneys, an employer representative of the building trades, and only one representative of labor. If anything, that committee bore down more heavily on the employers than it did on the union.

As a result, I believe that we have made this important finding: labor disputes of community interest should come before a community agency where the parties themselves can resolve them and be assisted in their solution by able mediators. These mediators should be of a caliber at least equal to that of the parties and preferably superior in stature and experience. And it is not necessary that those persons be impartial in a sense that they are not affiliated with industry or labor.

Current Incentive Payment Practices

A SUBSTANTIAL number of American workers are paid incentive earnings even though a majority are paid by the hour or other unit of time.

Basically, these are the only two methods for computing earnings of labor—time and output. Either the worker must be paid a fixed amount per unit of time, without regard to how much he produces; or his compensation must be related to the amount of work he turns out—*i.e.* the more he produces, the more he earns.

However, this clear-cut distinction does not always work out in actual practice. The man on time work must maintain a certain minimum output to warrant his being kept on the payroll. And the man whose pay varies with his output (the incentive worker, as he is called) is usually guaranteed a certain wage per day, even though the quantity of his work would entitle him to a smaller amount. But although they overlap to some extent, the terms “time work” and “incentive work” are useful in a discussion of wage practices in industry.¹

TYPE OF INCENTIVE PLAN

Many companies use different incentive plans in different plants, or in different departments of the same plant. The Board's survey concentrated on the major type of incentive plan in each of several hundred companies.

The major plan in 203 of the companies is the individual incentive variety. Almost half of these have a piecework system. The next most prevalent individual incentive plan among these companies is the standard hour plan, followed in order by “point” systems developed by various consultants, and by the Halsey and Taylor systems.

A group incentive plan is reported by fifty-six companies as the major incentive plan in use.

Incentives are most easily applied to direct labor, since the actual contribution made by the production worker can be measured in terms of units of output. But many executives and workers think it unfair to deny the indirect worker, whose activities are just as vital as those of the direct worker, the possible benefits of an incentive plan.

Accordingly many companies have devised formulas for rewarding the indirect worker for extra effort. Of 177 companies that report payment of incentives to indirect workers, 114 include their materials han-

dling employees, 108 their shipping department workers, 80 their inspectors, and 43 the janitors and sweepers.

Adapting an incentive plan to a going organization requires skill and training of a high order. Some companies have preferred to employ consultants, with long experience in industrial engineering, to install or extend the incentive plan. Others have utilized their existing technical staff to do the job.

Of the 301 companies participating in the recently completed study, 96, or 32%, state that their incentive plan was installed by outside consultants.

Perhaps the most important step in operating an incentive plan is setting the standard for the job. The simplest way to decide what a normal day's output on a job should be is to check back to see what the average production on the job has been in the past. Of 301 companies, 96 report using this method in setting standards for at least some of their jobs.

However, the inadequacies of this method are obvious. The technique of time study has been developed to enlarge the area of objective measurement in setting standards. The great majority of the participating companies use time study analysis to some extent.

WAGE INCENTIVES IN UNION CONTRACTS

Some companies that use wage incentives have not found it desirable or necessary to incorporate in their collective bargaining agreements any references to their incentive plans. The contracts of other companies, however, are found to be more or less explicit on this point. An analysis of seventy-six such agreements, signed after the passage of the Taft-Hartley Act, shows considerable variation in the degree of detail in which the wage incentive practices are regulated. The following excerpts illustrate the variety of clauses found in currently effective contracts.

Defining Method of Wage Payment

Some agreements set forth the company's general incentive policy:

“The company will continue incentive work where incentive work now prevails.”

“The parties agree that wherever reasonably practical operations shall be performed on the piecework system, whether performed on machines or off machines.”

One contract contemplates a restudy of the existing plan:

“Within thirty days from the date of this agreement, the company and the union shall each designate two mem-

¹The National Industrial Conference Board has just completed a study which explores the broad subject of wage payment systems in effect today. *Studies in Personnel Policy*, No. 91, “Wage Payment Systems.”

bers of a joint committee to study the incentive plan now in effect and then make recommendations with reference to the amendment and improvement thereof, the broadening of coverage thereof, or the adoption of a new plan."

Fixing Incentive Standards or Piece Rates

One company is liable to penalty for "unreasonably" failing to set a piece rate:

"Representatives of the company and the union shall meet at monthly intervals to consider any unrated jobs which the union believes should be rated. If it should be determined, either as a result of such meeting or arbitration, that the company has no reasonable justification in failing to set a rate, the company shall pay a premium of 25% for all time in excess of 120 hours spent on the job by all operators."

Some variation of the following clause is to be found in a number of contracts:

"Piecework shall be retimed by the company whenever changes occur in material specifications, methods, machines, design of products, tools or equipment."

However, some clauses are designed to protect the employee against unwarranted changes in standards, as, for example:

"Recorded or permanent time studies shall not be re-studied unless there has been a substantial change in method, process or design, reflecting an increase or decrease in production of at least 5% or when a past accumulation of such changes reflect an increase or decrease in production of at least 15%."

Safeguarding Employee Earnings

Many agreements contain some such provision as the following:

"Employees working on incentive shall be guaranteed their occupational basic hourly rate for all hours so worked."

However, in one agreement the guarantee is made inapplicable under specified circumstances:

"In the event of a labor disturbance, slowdown or any interference with production which adversely affects the earnings of employees, all minimum wage and hourly rate guarantees are inapplicable."

Some contracts provide for safeguards of employee earnings when new rates are set:

"The new piecework rate shall be set on the basis that the operator with previous normal effort shall be able to earn no less than his previous average earned rate."

However, one contract sets a limit:

"In the case of employees whose previous premium earnings on any operation exceeded 45% above their base rate, new piecework prices under the provisions of this section need not be set to yield a premium in excess of 45% above the average of base rates for the job."

Pensions in Pictures

One of the problems in administering a pension plan is the difficulty of interpreting the program to employees. The subject is a technical one, and the trust agreement, or insurance contract, is a legal document very difficult for the layman to understand. Unless the company imparts to the rank-and-file employees information regarding the plan which they can understand, much of the value of this costly benefit is lost.

Many companies have given this problem a great deal of thought lately. One result has been a number of interpretative booklets illustrated by cartoons. Some companies have shown slides at mass meetings to inform the employees regarding the provisions of the plan and the benefits they may derive from it.

In introducing its pension plan, the General Electric Company issued a four-page comic paper in colors entitled "Take It Easy." It begins with a young man bringing home his pay. His wife protests because there is a deduction of \$1.52. He explains that it is for the pension plan. His wife is still not convinced of the value of the plan, and the remainder of the cartoons explains what benefits he, or his family, may receive under it. The last two pages of the comic sheet are reproduced on the following pages.

F. BEATRICE BROWER
Division of Personnel Administration

Time Study

In referring to the subject of time study, some contracts set forth its purpose and basis:

"Time studies will be made by the company to establish the standards of production for the different operators and classified jobs on the basis of fairness and equity consistent with quality of workmanship, efficiency of operators and the reasonable capacity of normal operators."

Other contracts stipulate very precisely the allowances to be used in arriving at the standard time for the job:

Fatigue	
% Man time to total cycle.	Allowance
0-25%	6%
26-50%	8%
51-75%	11%
76-100%	15%
Personal	
Constant	4%

In all, the recent study lists 228 clauses from 76 current collective bargaining agreements, dealing with various topics under the head of wage incentives.

HERBERT S. BRIGGS
Division of Personnel Administration

MAYBE YOU'RE NOT AS DUMB AS MOTHER SAYS, BUT JUST HOW DO WE RETIRE ON A DOLLAR FIFTY-TWO CENTS?



LET ME FIGURE IT OUT FOR YOU AS IT WILL ONLY TAKE A MINUTE.



What I Pay for
Future Service Annuity
\$3380 per year
\$3000 x 2% = \$60.00

I'M NOW MAKIN' 65 BUCKS A WEEK,
OR \$3380 A YEAR. ON THE FIRST
\$3000, I PAY 2%

What I Pay for
Future Service Annuity
\$3380 per year
\$3000 x 2% = \$60.00
\$380 x 5% = \$19.00
Total per year \$79.00

ON THE REST I PAY 5%. SO I
PUT IN A TOTAL OF \$79 A YEAR.

WHILE I DON'T SHOW IT, I AM NOW
30 YEARS OLD. THAT LEAVES.....



WHAT I GET FROM FUTURE SERVICE ANNUITY

\$79.00 x 35 yrs. = \$2765.00
Pension to be paid 40%
EACH YEAR \$1106.00

...35 YEARS TO SOCK AWAY \$79 EACH
YEAR, OR \$2765. THEN I RETIRE AND
THE COMPANY GIVES ME BACK
40% EACH YEAR.

GEE, IN ROUND NUMBERS, THAT'S
\$92.16 ²/₃ EVEN A MONTH!



BUT AT 40% YOUR MONEY WOULD RUN
OUT IN 2 ¹/₂ YEARS!



OUR SOCIAL SECURITY BENEFITS

My Soc. Sec. per month \$50.00
Your " " " " 25.00
TOTAL per month \$75.00

AND THIS IS IN ADDITION TO WHAT WE
WILL COLLECT FROM SOCIAL SECURITY
WHEN YOU ADD 'EM TOGETHER.....

WHAT WE WILL GET TO RETIRE ON

G.E. Pension per mon. \$92.00
Our Social Security 75.00
Grand TOTAL per month \$167.00

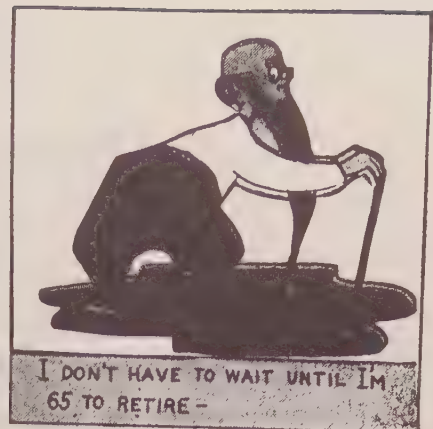
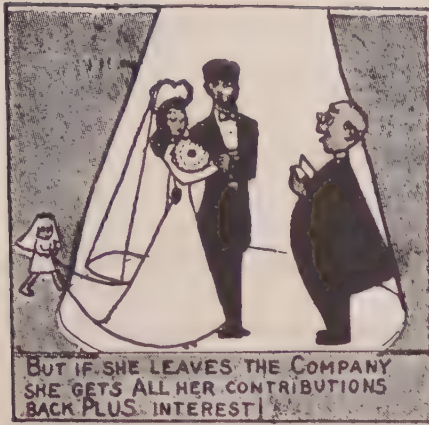
WE'LL HAVE A NICE MONTHLY IN-
COME TO RETIRE TO FLORIDA ON.....



YEAH? THAT MAN-TRAP WILL CATCH
A HUSBAND AND RETIRE LONG BEFORE
SHE'S SIXTY!



(See Pensions in Pictures)

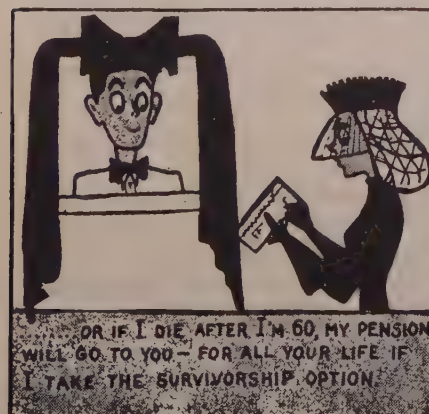
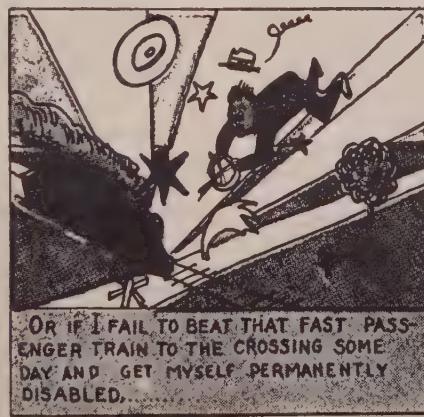
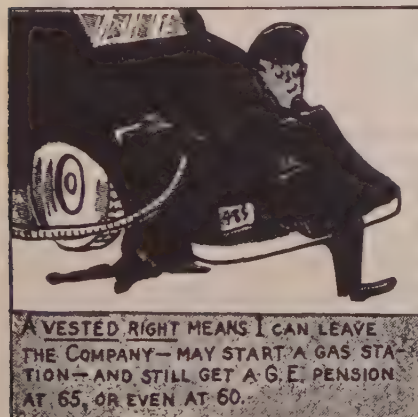


OPTIONAL RETIREMENT

Age	Men	Women	Yearly Income
65		60	40%
64		59	38.4%
63		58	36.8%
62		57	35.2%
61		56	33.6%
60		55	32%

of Money Paid in at Retirement

I CAN RETIRE ANY TIME AFTER 60 AND STILL COLLECT FOR LIFE.



Trends in Labor Relations

Justice Department on Checkoff

Contrary to popular opinion, neither the National Labor Relations Board nor its general counsel, Robert Denham, has the final say on checkoff. The Taft-Hartley Act makes violation of its checkoff section (Section 302) subject to criminal penalties. Prosecution of such cases is up to the Department of Justice. But management and union negotiators for the many months since June 23, 1947, did not receive any official word as to what constituted a legal checkoff. To a limited extent this confusion has been dispelled by an interesting exchange of letters that took place in Washington during the first two weeks of May between the Department of Justice and the Department of Labor.

Labor Department's Letter

On May 6, 1948, William Tyson, Solicitor of the Department of Labor, wrote to George T. Washington, Assistant Solicitor General of the Department of Justice. He asked Mr. Washington for his opinion on the following checkoff clause which was being considered by General Motors and the UAW-CIO:

"I hereby assign to Local Union —, from any wages earned or to be earned by me as your employee, the sum of \$—— per month and initiation fees and assessments, or such amount as may hereafter be established by the union and become due to it, as my membership dues in said union. I authorize and direct you to deduct such amounts from my first pay for each month and to remit the same to the union.

"This assignment, authorization and direction shall become operative contemporaneous with the effective date of the new collective agreement between the employer and the union which shall succeed the current collective agreement between the same parties.

"This assignment, authorization and direction shall be irrevocable for the period of one year, or until the termination of the said new collective agreement between the employer and the union, whichever occurs sooner; and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one year each or for the period of each succeeding applicable collective agreement between the employer and the union, whichever shall be shorter, unless written notice is given by me to the employer and the union not more than twenty days and not less than ten days prior to the expiration of each period of one year, or of each applicable collective agreement between the employer and the union whichever occurs sooner.

"This authorization is made pursuant to the provisions of

Section 302 (c) of the Labor-Management Relations Act of 1947 and otherwise."

The Solicitor of the Department of Labor pointed out in his letter that the constitution of the UAW-CIO contains the following provision:

"Membership dues shall include the following financial obligations due and owing by a member or applicant for membership:

"(a) Initiation or reinstatement fees, as the case may be;

"(b) Monthly fees (hereinafter referred to as 'dues' or 'monthly dues');

"(c) Special fees (hereinafter referred to as 'assessments') levied by the international union or any of its subordinate bodies in accordance with the provisions of the international union."

The Labor Department's Solicitor then asked the Justice Department for an opinion on these two questions:

1. Does the term "membership dues" in Section 302 (c) of the act include initiation fees and assessments as well as regular periodic dues, particularly where the union constitution provides that such fees and assessments are included in the term "membership dues"?

2. Does Section 302 (c) prohibit an employer from honoring a written checkoff authorization signed by an employee which provides that it may be revoked at the end of each year within a designated period prior to the end of the year, but if not so revoked shall continue to be irrevocable from year to year until revoked during the period designated for annual revocation?

Justice Department's Opinion

The Assistant Solicitor General of the Department of Justice sent Mr. Tyson's letter to T. Vincent Quinn, Assistant Attorney General in charge of the Department's Criminal Division.

Mr. Quinn replied that the pertinent parts of Section 302 of the Taft-Hartley Act in this situation are:

"(a) It shall be unlawful for any employer to pay or deliver, or to agree to pay or deliver, any money or thing of value to any representative or any of his employees who are employed in an industry affecting commerce.

"(c) The provisions of this section shall not be applicable . . . (4) with respect to money deducted from the wages of employees in payment of membership dues in a labor organization: *Provided:* That the employer has received from each employee, on whose account such deductions are made, a written assignment which shall not be irrevocable for a period of more than one year, or

beyond the termination date of the applicable collective agreement, whichever occurs sooner"

Assessment and Initiation Fees Are Dues

The head of the Criminal Division then answered Mr. Tyson's first question on whether "dues" as used in the Taft-Hartley Act include initiation fees and assessments:

"This identical question was presented to the Criminal Division as the result of the National Bituminous Coal Wage Agreement of 1947 which contained a provision for the checkoff of membership dues, including initiation fees and assessments of the United Mine Workers of America and its various subdivisions, as authorized and approved by the International Union, UMW. In a memorandum, dated July 10, 1947, we furnished the Attorney General with our views on this question, stating that initiation fees and assessments, being incidents of membership, should be considered as falling within the classification of 'membership dues.' We are still of this view."

Legality of Year-to-year Checkoff

On the legality of year-to-year checkoff the reply stated:

"The proposed form of authorization follows the language of subsection (c) (4) of Section 302, with the additional proviso that the authorization 'shall be automatically renewed.' In addition to the provision for revocation by the employee at the end of each successive year, authorization would automatically continue if written notice of revocation is not given the employer by the employee.

"The question whether the incorporation of an automatic renewal provision in the proposed form of authorization would be in violation of Section 302(c) (4) is properly a matter for judicial interpretation. The legislative history of this act indicates that the main purpose of subsection (c) (4) was that the checkoff authorization be given by the employee in writing, and, further, that such authorization 'shall not be irrevocable for a period of more than one year, or beyond the termination date of the applicable collective agreement, whichever occurs sooner.' Even with the automatic renewal provision, the proposed form of authorization does not appear to be 'irrevocable for a period of more than one year.' In view of this, we are of the opinion that the checkoff under the proposed form of authorization would not appear to constitute a wilful violation of subsection (c) (4), and further, a case arising under this set of facts should not be considered an adequate basis for prosecution."

Mr. Washington sent the Assistant Attorney General's opinion to Mr. Tyson, with a covering letter saying that he agreed with the view expressed therein.

"Equitable Treatment of Stockholders"

Recognition of management's right to operate in the black, stated within the framework of a state

regulation of public utility rates, gives rise to the following novel clause in an agreement between a western utility and an AFL union:

"It is recognized by the parties hereto that the company is engaged in operating a gas manufacturing and distribution system in the city of ——— and vicinity, and is obliged to give, and the public is entitled to receive, good, adequate and convenient service at reasonable rates; that the employees of the company engaged in the operation and maintenance of said gas plant and system are entitled to fair wages and fair working conditions and that the company and holders of stock and securities are entitled to fair and equitable treatment and sufficient revenue from the operation of said gas business to discharge all proper obligations of operation, maintenance, taxes, depreciation and in addition thereto, so far as business conditions will permit, to receive a rate of return of 6% upon the rate base as approved by the department of public service of the state of ———."

How Free Are Russian Unions?

A set of instructions binding on all Russian trade unions has been issued by the All-Union Central Council of Trade Unions.

The official instructions show how the Communist Party dominates Russian unions in these words:

"The Presidium is of the opinion that in the majority of the trade union clubs, the level and scope of the work performed do not satisfy the requirements laid down in the decisions of the Communist Party with regard to ideological questions, and do not satisfy the increasing political and cultural demands of the workers."

It was admitted that Russian trade unions are tools of Russian foreign policy in the section of the report that reads:

"The lectures on international questions should show the role at present played by the Soviet Union in the struggle for peace and democracy, should explain questions of current interest in the international trade union movement and the predominant part played in such questions by the Soviet trade unions, should reveal antipopular bourgeois democracy for what it really is, should expose the reactionary basis of the external and internal policy of imperialism, especially of British and American imperialism, should expose the enemies of international collaboration and show up the warmongers and right-wing Socialists as the chief accomplices of imperialist reaction."

How NLRB Certifies Union Shop Election

THE CONFERENCE BOARD received a number of inquiries as a result of the publication in the January *Management Record* of the step-by-step procedure followed by company executives and union leaders in a union-shop authorization election. Several inquiries concerned the forms used by the National Labor Relations Board in certifying the results of the election. In the belief that this material would be

of widespread interest, three forms used in certifying the results of an election are reproduced.

Certification on Conduct of Election

The first form used is a "Certification on the Conduct of Election—Consent Election." This form is signed by union and employer watchers and by the NLRB official conducting the balloting. A copy is reproduced below:

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
FIRST REGION

CERTIFICATION ON CONDUCT OF ELECTION CONSENT
ELECTION

Name of employer JOSEPH S. FINCH AND COMPANY

Date of election

April 6, 1948 Place East Taunton, Massachusetts

The undersigned acted as agents of the Regional Director and as authorized observers, respectively, in the conduct of the balloting at the above time and place.

WE HEREBY CERTIFY that such balloting was fairly conducted, that all eligible voters were given an opportunity to vote their ballots in secret, and that the ballot box was protected in the interest of a fair and secret vote.

For Joseph S. Finch & Company

/s/ Dorothy M. Donahue

For the Regional Director, First Region
/s/ Francis X. Moran

For Textile Workers Union of America, CIO

/s/ Manuel S. Leal

Tally of Ballots

The second form used is a "Tally of Ballots." This form is signed by the NLRB official and by union and employer representatives who act as authorized observers in counting and tabulating of ballots.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
FIRST REGION

In the matter of

JOSEPH S. FINCH & COMPANY
and

TEXTILE WORKERS UNION OF AMERICA, CIO

Case No. 1-UA-850

Date Issued April 6, 1948

Type of Election Consent

TALLY OF BALLOTS (for U cases)

The undersigned agent of the Regional Director certifies that the results of the tabulation of ballots cast in the election held in the above case, and concluded on the date indicated above, were as follows:

1. Number of eligible voters.....59
2. Void ballots..... 0
3. Votes cast in favor of authorizing the union and the employer to enter into an agreement which requires membership in such union as a condition of continued employment.....58
4. Votes cast against the above proposition..... 1
5. Valid votes counted (sum 3 and 4).....59
6. Challenged ballots..... 0
7. Valid votes counted plus challenged ballots (sum of 5 and 6).....59
8. Challenges are (not) sufficient in number to affect the results of the election.
9. The required majority of the eligible voters have (not) cast valid ballots in favor of the proposition.

For the Regional Director
/s/ Francis X. Moran

The undersigned acted as authorized observers in the counting and tabulating of ballots indicated above. We hereby certify that the counting and tabulating were fairly and accurately done, that the secrecy of the ballots was maintained, and the results were as indicated above. We also acknowledge service of this tally.

For Joseph S. Finch & Company
/s/ Thomas K. Marron

For Textile Workers Union of America, CIO
/s/ Edward F. Doolan

Certification of Results

The third form is the "Certificate of Results of Union Authorization Election." This form is signed by the NLRB Regional Director. It reads as follows:

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

In the matter of

JOSEPH S. FINCH & COMPANY
and
TEXTILE WORKERS UNION OF AMERICA, CIO

Case No. 1-UA-850

CERTIFICATE OF RESULTS OF UNION
AUTHORIZATION ELECTION

held at East Taunton, Massachusetts, on April 6, 1948

Pursuant to the terms and provisions of the Agreement for Consent Election entered into by and between the parties in the above-entitled matter, the undersigned Regional Director of the National Labor Relations Board conducted an election by secret ballot as therein provided. No objections were filed to the Tally of Ballots furnished to the parties, or to the conduct of the election.

Pursuant to authority vested in the undersigned by Section 5 of the Agreement for Consent Election and by the National Labor Relations Board, the undersigned hereby certifies that the required majority of the employees eligible to vote have voted to authorize

TEXTILE WORKERS UNION OF AMERICA, CIO

to make an agreement with the employer above named

requiring membership in the above organization as a condition of employment in conformity with the provisions of Section 8(a) (3) of the National Relations Act, as amended, in a unit appropriate for such purposes in which no question concerning representation exists.

Signed at Boston, Mass. this 14th day of April 1948

On Behalf of

National Labor Relations Board

/s/ Bernard L. Alpert

Regional Director for First Region
National Labor Relations Board

JAMES J. BAMBRICK, JR.

Division of Personnel Administration

Labor Press Highlights¹

"Shun Armed Force Reserves," Advises Union

Members of the Seafarers International Union (AFL) are urged to "have nothing to do with" the National Guard and the Naval Reserve. An editorial in the *Seafarers Log* states that these agencies "have been in the past, and can be in the future, used to break strikes."

AFL Vice President Points Way to Unity With CIO

The way for unification of the AFL and CIO, writes Matthew Woll, AFL vice president, in a letter to Philip Murray, CIO president, has been opened by the CIO's anti-Communist foreign policy and repudiation of Henry Wallace's third party. Mr. Woll deplored the CIO's association with the World Federation of Trade Unions, and warned against trying to cooperate with Communists. *St. Louis Labor Tribune* (AFL)

Garment Workers Release Financial Report

Total assets of \$12,905,443 and liabilities of \$3,592,554 were reported by David Dubinsky, president of the International Ladies' Garment Workers' Union, AFL. Of the total expenditures, \$2,764,174 were gifts to charity and labor causes. Strike benefits and expenses amounted to \$56,376. The report points out that data on the financial status of the union was made public for many years before the Taft-Hartley law required such information to be published. *The Weekly Dispatch* (AFL)

UAW-CIO Trains Newly Elected Officers

The educational director of UAW local union 174 has inaugurated a program for newly elected union officers and

¹From the May labor press.

committeemen. *Ammunition* (United Automobile, Aircraft and Agricultural Implement Workers of America, CIO) reports that he has prepared pamphlet kits which explain labor laws, union procedure and collective bargaining problems. Officers and committeemen are also invited to attend classes to train them in subjects they will need on their jobs.

Workers Help Revise Contract

Employees of an oil company are being encouraged to rewrite clauses in their contracts which they feel do not give them proper protection, according to the *International Oil Worker* (Oil Workers International Union, CIO). The publication states that if members, who have found weaknesses in their contracts, send in ideas for improving them, committeemen can write better agreements in the future.

Name Jurisdictional Dispute Umpire

Professor John T. Dunlop of Harvard University has been named impartial umpire for jurisdictional disputes in the building trades, according to the *Southern Teamster* (Southern Conference of Teamsters, AFL). The AFL building trades department, in cooperation with contractors' associations, has worked out machinery for settling these disputes which the publication says will by-pass the NLRB.

Claim Antilynch Law Used Against Strikers

Striking mineworkers were indicted under a Virginia antilynch law last month, reports *The Brewery Worker* (United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, CIO). The editorial in this paper claims that the law was invoked against 178 members of the United Mine Workers after a clash in which nonstrikers "were roughed up."

Report \$46 Million Insurance Fund

A \$46,635,234 insurance fund, including more than \$25 million for a retirement program, is reported by the Amalgamated Clothing Workers of America, CIO. Gifts of more than \$2,500,000 to the Red Cross and similar organizations, \$500,000 for Italian rehabilitation, and a similar sum for the United Jewish Appeal are also reported in *The Advance*, publication of the clothing workers.

"Why Workers Should Receive a Raise"

"Why telephone workers should receive an increase in wages" was the subject of a telephone union's contest. According to *The CWA News* (Communications Workers of America, ind.), the contest brought in a flood of entries from every state in the country. Winners received United States Savings Bonds ranging in value from \$25 to \$150.

AFL Praises Report on Good Labor Relations

The *AFL Weekly News Service* highlights a report recently issued by Princeton University entitled "Constructive Labor Relations." It points out that newspapers, always anxious to give publicity to the comparatively few examples of strife between unions and employers, gave little or no mention of four instances of good labor relations.

Labor Briefs

Trade union membership in Japan has skyrocketed from zero, at the time of her defeat, to more than 6,000,000. Almost 48% of the country's wage earners are in unions.

The Union Leader (Chicago Amalgamated Association of Street, Electric, Railway and Motor Coach Employees, AFL).

The CIO Textile Workers Union has increased its net worth \$1,437,652.93 in the past two years, according to a report made to the TWUA's fifth biennial convention. *The Brewery Worker* (United Brewery, Flour, Cereal, Soft Drink and Distillery Workers, CIO).

George Harrison, president of the Brotherhood of Railway Clerks, AFL, was elected president of the Workers' Education Bureau of America, *American Federationist* (AFL).

All forty-eight states have workmen's compensation laws, now that Mississippi has finally enacted such an act. *United Rubber Worker* (United Rubber, Cork, Linoleum and Plastic Workers, CIO).

The United Steelworkers of America, according to President Philip Murray, is the country's largest union, with a dues-paying membership of 928,670. *The Sun* (The Greater Cincinnati Industrial Union Council, CIO).

The International Association of Machinists, ind., has issued a booklet entitled "Truth or Consequences." According to *The Machinist*, the booklet tells "the truth about the Taft-Hartley Act and its consequences to the labor movement."

The cost of raising the minimum wage to seventy-five cents an hour, according to Wage-Hour Administration figures, would be less than 1% of the total wage bill of industry, and would affect fewer than 1,830,000 workers, says the CIO's *Economic Outlook*.

JANICE F. PACHNER
Division of Personnel Administration

"Don't Be a Blockhead"

(Safety Cartoons at Auburn Button Works)

CARTOONS are effective in showing the importance of working safely, according to the Auburn Button Works, of Auburn, New York. The accompanying illustrations about the experiences of two careless "blockheads" are part of a series of seventeen illustrations which were published in the company's employee handbook to remind workers of the many dangers which can befall them if they disregard safety regulations. The original sketches were contributed by a company employee.

Posters also play an important role in the safety program and are placed prominently throughout the company's two plants. Illustrated safety lectures are occasionally used in foreman and supervisor discussion groups.

In addition to visual aids, an active safety committee is maintained to check unsafe practices and working conditions. It makes regular monthly inspections and submits written reports concerning its observations and recommendations to management.

Through the cooperation of the union, shop stew-

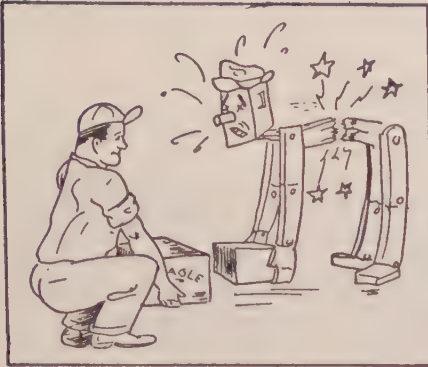
ards who are well acquainted with the company's safety practices are designated as safety deputies.

Groups of employees are appointed as firemen. Members are specially trained in fire-fighting techniques so that they may handle quickly any fires which might occur in the plants.

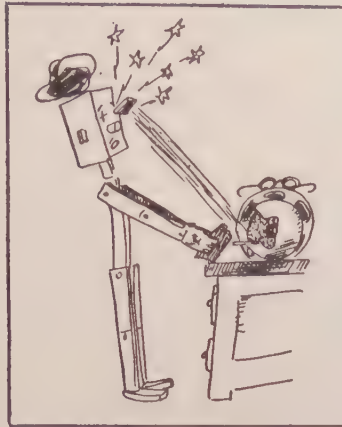
The company participates in safety contests sponsored by the Auburn Industrial Club. Awards of certificates are made to individual companies and accounts of the awards are published in the local newspaper.

While a definite plan of action has been established, the organization prefers to make safety an important part of the everyday activities of the plant instead of setting up an extensive and formal safety program. According to the company, the plan, which was fostered by its insurance carrier, is paying dividends since accident records have steadily decreased during the past few years.

ETHEL M. SPEARS
Division of Personnel Administration



Don't lift heavy objects without help. Lift with your legs and not your back.



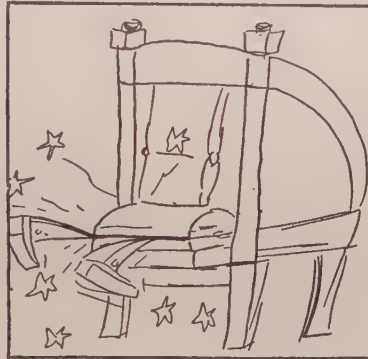
Wear safety appliances.



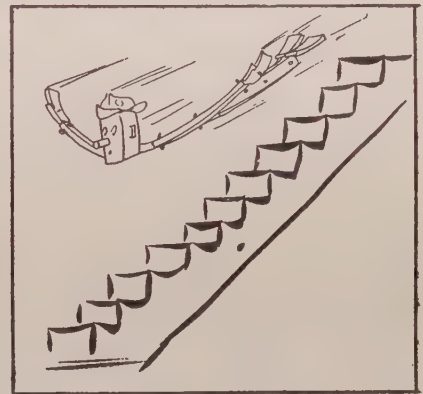
Be sure that waste paper, oily rags, bottles, lunch refuse, etc., are disposed of in the proper receptacles.



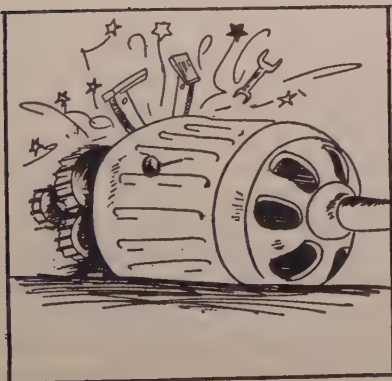
Do not wear loose clothing or jewelry while performing factory work.



Guards are put on machines for protection. Do not remove them or work unless the guards are in place.



Use the hand rail on stairs.



Do not repair or clean a machine that is running.



Do not attempt to make electrical repairs of any kind, unless you are authorized to do electrical work.



Do not stack material insecurely, or too high.

(Cartoons Used by Auburn Button Works)

Briefs on Personnel Practices

Club Members See New York

Members of the "See New York Club," made up of employees of the home office of the Metropolitan Life Insurance Company, are becoming better acquainted with their city through activities of this social organization. One of the club's recent visits was to a modeling school where club members were shown calisthenics classes in action and where they saw the step-by-step training a model must go through before emerging as a professional. They also received personal pointers on how to walk and sit down gracefully, how to enter a room properly and how to pose in photographs to convey an illusion of slenderness.

Other trips planned by the club for this season include an explorer's visit to the Grand Central Terminal to see underground operations such as the railroad turntables, a trip to the Botanical Gardens and a visit to Washington Irving's home, Sunnyside.

G. B. S.

College Provides Housing for Summer Employees

As a result of its successful experience with the plan last summer, the Sun Oil Company is again making arrangements with Swarthmore College to house a number of college men from distant points who will serve as student engineers at Sun during the approaching vacation period. The Swarthmore campus is convenient to the company's laboratories at Marcus Hook and Norwood. Sun feels there are many advantages in having the students live together in an environment such as provided by Swarthmore.

S. H.

Graduates Awarded Important Assignments

Graduates of a training course which began in April, 1946, and which gave each student a working knowledge of every department and every operation in the company are now taking over responsible jobs at the General Tire and Rubber Company of Akron, Ohio, according to Director of Training R. J. Arens. Some of the trainees will serve in other countries. One goes to Chile as assistant superintendent of the company's factory there. Another is joining the General Tire & Rubber Company of South Africa, Ltd. One will be an adjuster at the New York branch office. Representative assignments at Akron include such positions as floor foreman in the tube room,

time study work, coordinators of veterans' affairs and other personnel functions.

All men selected for this training were war veterans. Training included direct on-the-job instruction as well as classroom discussion. S. H.

How To Write a Business Letter

Carrier Corporation is offering a ten-week course in business letter writing. One employee expressed interest in such a class and the idea spread rapidly, seventy applying for admission to the first group. Twenty were accommodated and additional classes formed. The instruction is highly practical and considerable individual help is provided. Classes are held on company time. S. H.

Apprentice School in Twenty-Eighth Year

The Apprentice School of the Newport News Shipbuilding and Dry Dock Company in Virginia is now in its twenty-eighth year. More than four hundred students are enrolled. Of this number, 108 are freshmen. S. H.

Fifty Employee-Benefit Plans in Basic Steel

An analysis of the employee-benefit plans in the basic steel industry has been prepared by the Social Security Agency.¹ The report is in mimeographed form and has been prepared for limited circulation to the staff of the Social Security Agency and other administrative and research personnel.

The benefit which is most frequently provided under the fifty plans is life insurance (44 plans) closely followed by sickness and accident benefits (38 plans) and hospitalization benefits (40 plans). Other benefits which are provided by a smaller percentage of the plans are surgical (23 plans), accidental death and dismemberment (15 plans) and old-age pensions (20 plans). In addition, 11 plans provided for burial benefits and two provided dismemberment benefits only. Under only one plan were medical benefits provided.

The study analyzes the main provisions of plans providing benefits for death, disability, injury and sickness, and old age. The appendix contains extensive summaries of the individual plans. F. B. B.

¹"Fifty Employee-Benefit Plans in the Basic Steel Industry," Federal Security Agency, Social Security Administration, Bureau of Research and Statistics, *Bureau Memorandum*, No. 65, Washington, D. C., Nov. 1947.

SIGNIFICANT LABOR STATISTICS

Source: THE CONFERENCE BOARD, unless otherwise indicated

Item	Unit	1948			1947			Year Previous	Percentage Change	
		March	Feb.	Jan.	Dec.	Nov.	Oct.		Latest Month over Previous Month ¹	Latest Month over Year Previous
Clerical salary rates										
Billing machine operator.....	mode in dollars	....	....	....	....	....	35	....	....	....
Calculating machine or Comptometer oper.	mode in dollars	....	....	....	....	....	35	....	....	....
Office boy or girl.....	mode in dollars	....	....	....	....	....	28	....	....	....
Stenographer.....	mode in dollars	....	....	....	....	....	40	....	....	....
Telephone switchboard operator.....	mode in dollars	....	....	....	....	....	40	....	....	....
Senior copy typist.....	mode in dollars	....	....	....	....	....	40	....	....	....
Consumers' Price Index										
Food.....	1923=100	163.8	165.5	169.9	163.4	165.3	163.6	152.3	-0.1	+7.6
Housing.....	1923=100	95.6	95.5	95.5	95.5	94.8	94.8	91.0	+0.1	+5.1
Clothing.....	1923=100	112.1	112.0	111.3	110.2	109.7	108.9	108.2	+0.1	+3.6
Men's.....	1923=100	129.6	129.3	128.1	126.4	125.8	125.0	124.4	+0.2	+4.2
Women's.....	1923=100	94.6	94.6	94.5	94.0	93.5	92.8	92.0	0	+2.8
Fuel and light.....	1923=100	109.4	109.4	109.2	108.5	108.1	107.1	101.4	0	+7.9
Electricity.....	1923=100	67.0	66.9	66.9	66.8	66.8	66.8	66.8	+0.1	+0.3
Gas.....	1923=100	95.1	95.1	95.1	95.0	95.0	95.0	94.4	0	+0.7
Sundries.....	1923=100	134.9	133.9	134.0	133.0	131.6	130.8	126.9	+0.7	+6.3
All items.....	1923=100	132.9	133.1	134.5	133.6	131.9	130.9	124.8	-0.2	+6.5
Purchasing value of dollar.....	1923 dollars	.752	.751	.743	.749	.758	.764	.801	+0.1	-6.1
All items (BLS).....	1935-39=100	166.9	167.5	168.8	167.0	164.9	163.8	156.3	-0.4	+6.8
Strikes (BLS)										
Beginning in period.....	number	p 225	p 200	175	120	150	175	361	+12.5	-37.7
Workers involved.....	thousands	p 500	p 70	75	30	45	60	96	+614.3	+420.8
Total man days idle.....	thousands	p 6,000	p 725	1,000	500	700	1,900	1,100	+727.6	+445.5
Turnover rates in manufacturing (BLS)										
Separations.....	per 100 employees	....	p 4.2	4.3	3.7	4.0	5.0	4.5	-2.3	-6.7
Quits.....	per 100 employees	....	p 2.5	2.6	2.3	2.7	3.6	3.2	-3.8	-21.9
Miscellaneous.....	per 100 employees	....	p .1	.1	.1	.1	.1	.1	0	0
Discharges.....	per 100 employees	....	p .4	.4	.4	.4	.4	.4	0	0
Layoffs.....	per 100 employees	....	p 1.2	1.2	.9	.8	.9	.8	0	+50.0
Accessions.....	per 100 employees	....	p 3.9	4.6	3.6	4.8	5.5	5.0	-15.2	-22.0
Wage Earners										
All manufacturing industries (BLS)										
Earnings, hourly.....	average in dollars	p 1.293	1.290	1.286	1.278	1.268	1.258	1.180	+0.2	+9.6
weekly.....	average in dollars	p 52.25	51.83	52.14	52.69	51.29	51.05	47.69	+0.8	+9.6
Hours per production worker.....	average per week	p 40.4	40.2	40.5	41.2	40.4	40.6	40.4	+0.5	0
Twenty-five manufacturing industries										
Earnings, hourly.....	average in dollars	1.417	1.412	1.406	1.401	1.395	1.386	1.285	+0.4	+10.3
weekly.....	average in dollars	57.68	57.27	57.35	57.54	56.78	56.60	52.10	+0.7	+10.7
Hours per production worker.....	average per week	40.7	40.6	40.9	41.1	40.8	40.9	40.6	+0.2	+0.2
Employment.....	1923=100	129.8	129.7	130.0	130.1	128.8	127.9	128.8	+0.1	+0.8
Total man hours.....	1923=100	107.3	107.0	108.0	108.6	106.8	106.3	106.3	+0.3	+0.9
Payrolls.....	1923=100	281.4	279.1	280.2	281.3	274.9	272.0	252.2	+0.8	+11.6
Wage-rate increases.....	average per cent	7.7	9.5	8.0	7.5	6.4	4.9	7.0	....	....
Production workers affected.....	per cent	1.6	3.2	2.5	1.1	4.6	1.9	1.5	....	....
Manufacture and distribution of gas										
Earnings, hourly.....	average in dollars	....	....	1.320	....	....	1.260a	1.206	+4.8	+9.5
weekly.....	average in dollars	....	....	57.86	....	....	53.07a	53.41	+9.0	+8.3
Hours per wage earner.....	average per week	....	....	43.4	....	....	41.5a	43.8	+4.6	-0.9
Generation and distribution of electricity										
Earnings, hourly.....	average in dollars	....	....	1.418	....	....	1.395a	1.316	+1.6	+7.8
weekly.....	average in dollars	....	....	61.41	....	....	60.94a	56.48	+0.8	+8.7
Hours per wage earner.....	average per week	....	....	42.6	....	....	42.7a	42.2	-0.2	+0.9
Class I railroads²										
Earnings, hourly.....	average in dollars	....	....	1.339	1.335	1.340	1.288	1.188	+0.3	+12.7
weekly.....	average in dollars	....	....	66.96	65.91	64.99	64.96	58.87	+1.6	+13.7
"Real" weekly earnings.....	1923=100	....	....	167.9	166.3	166.1	167.3	161.4	+1.0	+4.0
Hours per wage earner.....	average per week	....	....	50.0	49.4	48.5	50.4	49.6	+1.2	+0.8
Agricultural wage rates per month¹ (BAE)										
With board.....	average in dollars	....	....	101.00	....	....	103.00	94.80	-1.9	+6.5
Without board.....	average in dollars	....	....	95.00	....	....	97.80	88.40	-2.9	+7.5
New York City metro. area, seventeen manufacturing industries	average in dollars	....	....	113.00	....	....	112.00	106.00	+0.9	+6.6
New York City metro. area, seventeen manufacturing industries										
Earnings, hourly.....	average in dollars	1.450	1.446	1.440	1.431	1.439	1.438	1.332	+0.3	+8.9
weekly.....	average in dollars	57.86	58.56	58.61	58.81	58.42	58.81	55.14	-1.2	+4.9
Hours per production worker.....	average per week	39.9	40.5	40.7	41.1	40.6	40.9	41.4	-1.5	-3.6

¹Changes in Agricultural Wage Rates are quarterly.
²Derived from Interstate Commerce Commission reports.

^aAs of first day of month.
aJune, 1947

pPreliminary

rRevised

Consumers' Prices Climb in April

CONSUMERS' prices rose again in April after two months of decline and approximated the previous peak which occurred in January of this year. The index stood at 134.4 (1923=100) in April as compared with the 134.5 figure for January. The April index was 1.1% higher than in March, and, as previously indicated, only fractionally lower than the all-time peak reached in January.

The purchasing value of the 1923 dollar stood at 74.4 cents in April, or eight tenths of a cent below the March level. When compared with March, 1947, the nearest date in 1947 for which the information is available, the 1923 dollar was 5.7 cents, or 7.1% less in value than at that time.

Among the components of the index, the greatest change occurred in food prices, which rose 2.8%. This increase was mainly owing to higher meat prices. Dairy products, with the exception of lard and canned milk, likewise generally experienced price rises. The increase carried over into fresh vegetables, with cabbage and lettuce leading the way. The exception in this group was the price of potatoes, which declined in April after having increased substantially in March.

Of the remaining components of the index, housing showed no change, since rents were not surveyed in April. Clothing prices declined 0.3%, principally because of a 0.4% drop in the prices of women's clothing. This change in women's clothing prices

reflected seasonal declines in outerwear and some miscellaneous items. Fuel and light prices rose 0.2% over the month because of an increase in the cost of fuels; gas and electricity rates remained unchanged. Prices of sundries rose 0.1%.

Month-to-month increases in the indexes for the sixty-two individual cities surveyed each month by THE CONFERENCE BOARD ranged from 0.3% in Birmingham, Portland (Ore.), and Seattle to 2.0% in Chicago. The concentration of individual city increases was between 0.9% and 1.3%.

BIG RISE IN FOOD

Between March, 1947, and April, 1948, consumers' prices in the United States rose 7.7%. By far the largest contributor to this rise, both from the standpoint of its importance in the budget and from the size of the increase, occurred in food prices, which rose 10.5%. Other increases were 8.1% in fuel and light, 6.5% in sundries, 5.1% in housing, and 3.4% in clothing. As might be expected, all sixty-two cities showed price rises between March, 1947, and April, 1948. They ranged from 3.8% in Chattanooga to 11.2% in Minneapolis, a median increase of 8.1%, occurring in both Fall River and St. Louis.

ROBERT A. SAYRE
Statistical Division

CONSUMERS' PRICE INDEX FOR THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing ¹	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total ²	Electricity	Gas		
Index Numbers, 1923=100											
1947 March.....	124.8	152.3	91.0	108.2	124.4	92.0	101.4	66.8	94.4	126.9	80.1
June.....	125.4	153.3	91.0	107.2	124.4	90.0	101.1	66.6	95.2	128.0	79.7
July.....	126.6	155.8	91.0	107.2	124.2	90.1	102.4	65.4	95.0	129.1	79.0
August.....	128.2	159.4	91.0	107.6	124.4	90.7	106.0	66.6	95.0	129.5	78.0
September.....	130.2	164.6	91.0	108.4	124.3	92.4	106.5	66.7	95.0	129.9	76.8
October.....	130.9	163.6	94.8	108.9	125.0	92.8	107.1	66.8	95.0	130.8	76.4
November.....	131.9	165.3 _a	94.8	109.7	125.8	93.5	108.1	66.8	95.0	131.6	75.8
December.....	133.6	168.4	95.5	110.2	126.4	94.0	108.5	66.8	95.0	133.0	74.9
Annual average ³ ..	127.7	157.8	92.0	108.2	124.7	91.6	103.8	66.6	94.9	129.1	78.4
1948 January.....	134.5	169.9 _b	95.5	111.3	128.1	94.5	109.2	66.9	95.1	134.0	74.3
February.....	133.1	165.5 _c	95.5	112.0	129.3	94.6	109.4	66.9	95.1	133.9	75.1
March.....	132.9	163.7 _r	95.6	112.2 _r	129.7 _r	94.6	109.4	67.0	95.1	135.0 _r	75.2
April.....	134.4	168.3	95.6	111.9	129.6	94.2	109.6	67.0	95.1	135.1	74.4
Percentage Changes											
Mar. 1948 to Apr. 1948..	+1.1	+2.8	0	-0.3	-0.1	-0.4	+0.2	0	0	+0.1	-1.1
Mar. 1947 to Apr. 1948.	+7.7	+10.5	+5.1	+3.4	+4.2	+2.4	+8.1	+0.3	+0.7	+6.5	-7.1

¹Rents surveyed quarterly, March 15, June 15, Sept. 15, Dec. 15.

²Includes fuel as well as electricity and gas.

³Weighted average of two quarterly indexes and six monthly indexes.

^aBased on food prices for November 17, 1947.

^bBased on food prices for January 14, 1948.

^cBased on food prices for February 16, 1948.

CONSUMERS' PRICE INDEXES FOR FIFTY-SEVEN CITIES

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in consumers' prices in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Apr. 1948	Mar. 1948	Mar. 1947	Mar. 1948 to Apr. 1948	Mar. 1947 to Apr. 1948		Apr. 1948	Mar. 1948	Mar. 1947	Mar. 1948 to Apr. 1948	Mar. 1947 to Apr. 1948
Akron						Chicago					
Food.....	221.9	216.7	205.0	+2.4	+8.2	Food.....	222.9	213.4 _r	200.7	+4.5	+11.1
Housing ¹	118.0	118.0	113.9	0	+3.6	Housing ¹	120.5	120.5	105.8	0	+13.9
Clothing.....	155.6	155.5 _r	146.3	+0.1	+6.4	Clothing.....	156.3	156.4	148.0	-0.1	+5.6
Fuel and light.....	144.3	144.3	124.3	0	+16.1	Fuel and light.....	107.1	105.8	99.3	+1.2	+7.9
Housefurnishings.....	134.4	134.3 _r	128.0	+0.1	+5.0	Housefurnishings.....	149.1	149.2 _r	142.0	-0.1	+5.0
Sundries.....	144.4	144.5	137.2	-0.1	+5.2	Sundries.....	145.5	145.3 _r	134.0	+0.1	+8.6
Weighted Total.....	163.5	162.0 _r	152.8	+0.9	+7.0	Weighted Total.....	164.2	161.0 _r	149.2	+2.0	+10.1
Atlanta						Cincinnati					
Food.....	223.9	215.5	215.1	+3.9	+4.1	Food.....	217.1	210.9	196.5	+2.9	+10.5
Housing ¹	108.3	108.3	99.2	0	+9.2	Housing ¹	105.8	105.8	100.9	0	+4.9
Clothing.....	152.3	152.5	147.6	-0.1	+3.2	Clothing.....	167.3	165.8	156.9	+0.9	+6.6
Fuel and light.....	128.0	128.0 _r	114.8	0	+11.5	Fuel and light.....	125.5	125.5	112.6	0	+11.5
Housefurnishings.....	146.2	146.1 _r	132.9	+0.1	+10.0	Housefurnishings.....	146.1	145.3	137.6	+0.6	+6.2
Sundries.....	137.6	137.6	128.6	0	+7.0	Sundries.....	148.8	148.7	138.8	+0.1	+7.2
Weighted Total.....	159.5	157.1 _r	150.6	+1.5	+5.9	Weighted Total.....	164.3	162.1	151.6	+1.4	+8.4
Baltimore						Cleveland					
Food.....	218.6	213.6 _r	200.0	+2.3	+9.3	Food.....	212.9	207.4 _r	192.9	+2.7	+10.4
Housing ¹	108.3	108.3	103.2	0	+4.9	Housing ¹	116.7	116.7	109.7	0	+6.4
Clothing.....	156.9	157.6 _r	146.2	-0.4	+7.3	Clothing.....	166.1	165.9 _r	158.8	+0.1	+4.6
Fuel and light.....	131.1	131.1	119.2	0	+10.0	Fuel and light.....	127.5	127.1	112.1	+0.3	+13.7
Housefurnishings.....	163.9	164.5 _r	155.4	-0.4	+5.5	Housefurnishings.....	161.1	161.7 _r	150.2	-0.4	+7.3
Sundries.....	142.5	142.5	133.3	0	+6.9	Sundries.....	148.2	148.1	140.7	+0.1	+5.3
Weighted Total.....	164.4	162.8	152.4	+1.0	+7.9	Weighted Total.....	163.2	161.6	151.3	+1.0	+7.9
Birmingham						Dallas					
Food.....	222.5	220.4 _r	215.9	+1.0	+3.1	Food.....	220.1	216.2	205.5	+1.8	+7.1
Housing ¹	117.5	117.5	105.7	0	+11.2	Housing ¹	112.6	112.6	105.6	0	+6.6
Clothing.....	157.1	157.6	153.4	-0.3	+2.4	Clothing.....	161.8	161.1 _r	155.3	+0.1	+3.9
Fuel and light.....	122.7	122.7	113.8	0	+7.8	Fuel and light.....	89.1	89.1	89.1	0	0
Housefurnishings.....	152.9	153.9	146.4	-0.6	+4.4	Housefurnishings.....	153.4	153.1	145.1	+0.2	+5.7
Sundries.....	132.4	132.5	125.5	-0.1	+5.5	Sundries.....	145.2	145.0	134.3	+0.1	+8.1
Weighted Total.....	159.4	158.9	152.0	+0.3	+4.9	Weighted Total.....	158.3	157.2	148.5	+0.7	+6.6
Boston						Dayton					
Food.....	203.6	198.5 _r	186.0 _r	+2.6	+9.5	Food.....	214.7	209.0	190.0	+2.7	+13.0
Housing ¹	112.3	112.3	104.5	0	+7.5	Housing ¹	112.6	112.6	106.4	0	+5.8
Clothing.....	145.9	146.0	142.0	-0.1	+2.7	Clothing.....	153.4	153.4	147.4	0	+4.1
Fuel and light.....	151.6	151.6	129.8	0	+16.8	Fuel and light.....	133.9	133.3	113.1	+0.5	+18.4
Housefurnishings.....	160.1	160.1	152.9	0	+4.7	Housefurnishings.....	163.6	162.9	156.3	+0.4	+4.7
Sundries.....	145.5	145.4	139.9	+0.1	+4.0	Sundries.....	140.4	140.4	134.0	0	+4.8
Weighted Total.....	160.7	158.8 _r	149.0 _r	+1.2	+7.9	Weighted Total.....	160.4	158.6	147.5	+1.1	+8.7
Bridgeport						Denver					
Food.....	209.0	201.3 _r	189.6	+3.8	+10.2	Food.....	217.4	210.5	201.3	+3.3	+8.0
Housing ¹	107.1	107.1	106.5	0	+0.6	Housing ¹	113.4	113.4	105.5	0	+7.5
Clothing.....	150.5	150.2	147.2	+0.2	+2.2	Clothing.....	156.4	156.5	151.1	-0.1	+3.5
Fuel and light.....	145.3	147.2	127.2	-1.3	+14.2	Fuel and light.....	101.8	101.8	94.4	0	+7.8
Housefurnishings.....	151.3	151.0 _r	143.7	+0.2	+5.3	Housefurnishings.....	150.6	149.6	143.8	+0.7	+4.7
Sundries.....	165.7	165.0	147.0	+0.4	+12.7	Sundries.....	143.5	143.7	131.5	-0.1	+9.1
Weighted Total.....	164.9	162.3	151.3	+1.6	+9.0	Weighted Total.....	160.0	157.9	148.6	+1.3	+7.7
Buffalo						Des Moines					
Food.....	225.6	218.3	200.3	+3.3	+12.6	Food.....	218.2	210.5	189.6	+3.7	+15.1
Housing ¹	117.8	117.8	112.3	0	+4.9	Housing ¹	107.7	107.7	105.3	0	+2.3
Clothing.....	151.1	151.3	144.5	-0.1	+4.6	Clothing.....	165.3	166.1	162.0	-0.5	+2.0
Fuel and light.....	130.5	130.5	121.7	0	+7.2	Fuel and light.....	141.5	141.5	126.8	0	+11.6
Housefurnishings.....	160.4	160.4 _r	151.0	0	+6.2	Housefurnishings.....	162.1	161.7 _r	153.4	+0.2	+5.7
Sundries.....	146.0	145.9 _r	134.8	+0.1	+8.3	Sundries.....	143.4	143.3	131.3	+0.1	+9.2
Weighted Total.....	165.7	163.4 _r	151.9	+1.4	+9.1	Weighted Total.....	160.6	158.6	146.6	+1.3	+9.5
Chattanooga						Detroit					
Food.....	226.5	223.0 _r	219.0	+1.6	+3.4	Food.....	217.7	211.5	193.2	+2.9	+12.7
Housing ¹	103.7	103.7	103.7	0	0	Housing ¹	109.9	109.9	107.0	0	+2.7
Clothing.....	156.3	156.3	147.0	0	+6.3	Clothing.....	155.9	155.9	154.4	0	+1.0
Fuel and light.....	127.7	127.7	113.9	0	+12.1	Fuel and light.....	135.9	135.7	122.4	+0.1	+11.0
Housefurnishings.....	143.7	143.6	150.9	+0.1	-4.8	Housefurnishings.....	162.8	162.6	151.1	+0.1	+7.7
Sundries.....	135.3	135.6 _r	128.6	-0.2	+5.2	Sundries.....	159.4	159.6	149.5	-0.1	+6.6
Weighted Total.....	159.7	158.8 _r	153.9	+0.6	+3.8	Weighted Total.....	165.1	163.3	152.9	+1.1	+8.0

¹Rents surveyed quarterly, March 15, June 15, September 15 and December 15.

^rRevised.

CONSUMERS' PRICE INDEXES FOR FIFTY-SEVEN CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in consumers' prices in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Apr. 1948	Mar. 1948	Mar. 1947	Mar. 1948 to Apr. 1948	Mar. 1947 to Apr. 1948		Apr. 1948	Mar. 1948	Mar. 1947	Mar. 1948 to Apr. 1948	Mar. 1947 to Apr. 1948
Duluth						Kansas City, Mo.					
Food.....	218.5	211.7	191.2	+3.2	+14.3	Food.....	207.9	203.2 _r	188.3	+2.3	+10.4
Housing ¹	101.9	101.9	100.2	0	+1.7	Housing ¹	108.4	108.4	105.5	0	+2.7
Clothing.....	165.0	165.1	159.1	-0.1	+3.7	Clothing.....	161.7	161.9 _r	153.2	-0.1	+5.5
Fuel and light.....	141.3	140.8	118.5	+0.4	+19.2	Fuel and light.....	114.1	114.1	103.7	0	+10.0
Housefurnishings.....	169.9	169.9	160.0	0	+6.2	Housefurnishings.....	144.7	144.4 _r	132.4	+0.2	+9.3
Sundries.....	142.5	142.3	135.1	+0.1	+5.5	Sundries.....	150.0	149.9	137.6	+0.1	+9.0
Weighted Total.....	164.8	162.6	150.0	+1.4	+9.9	Weighted Total.....	158.3	157.0	146.0	+0.8	+8.4
Erie, Pa.						Lansing					
Food.....	227.7	220.1	203.0	+3.5	+12.2	Food.....	241.4	233.6	220.8	+3.3	+9.3
Housing ¹	114.0	114.0	110.2	0	+3.4	Housing ¹	102.1	102.1	98.0	0	+4.2
Clothing.....	171.1	171.1 _r	170.6	0	+0.3	Clothing.....	156.0	154.6	149.4	+0.9	+4.4
Fuel and light.....	143.2	143.2	128.9	0	+11.1	Fuel and light.....	129.7	129.7	115.2	0	+12.6
Housefurnishings.....	158.5	158.0	146.4	+0.3	+8.3	Housefurnishings.....	162.3	161.9	156.4	+0.2	+3.8
Sundries.....	154.9	154.9	145.1	0	+6.8	Sundries.....	156.3	156.3	144.3	0	+8.3
Weighted Total.....	171.2	168.8	158.0	+1.4	+8.4	Weighted Total.....	167.1	164.7	155.1	+1.5	+7.7
Fall River						Los Angeles					
Food.....	203.4	197.3	183.0	+3.1	+11.1	Food.....	218.2	214.6	199.7	+1.7	+9.3
Housing ¹	104.3	104.3	104.3	0	0	Housing ¹	111.3	111.3	106.2	0	+4.8
Clothing.....	170.8	170.4	163.6	+0.2	+4.4	Clothing.....	146.3	145.8	145.1	+0.3	+0.8
Fuel and light.....	147.3	147.3 _r	124.3	0	+18.5	Fuel and light.....	93.4	93.4	93.4	0	0
Housefurnishings.....	141.3	141.0 _r	133.9	+0.2	+5.5	Housefurnishings.....	144.8	144.7	133.4	+0.1	+8.5
Sundries.....	141.5	141.5	134.6	0	+5.1	Sundries.....	143.5	143.4	132.7	+0.1	+8.1
Weighted Total.....	159.5	157.4 _r	147.6	+1.3	+8.1	Weighted Total.....	158.3	157.1	147.6	+0.8	+7.2
Grand Rapids						Louisville					
Food.....	226.7	218.8	204.4	+3.6	+10.9	Food.....	225.6	222.0 _r	209.3	+1.6	+7.8
Housing ¹	106.5	106.5	106.5	0	0	Housing ¹	107.1	107.1	103.9	0	+3.1
Clothing.....	157.6	157.3 _r	154.5	+0.2	+2.0	Clothing.....	154.3	154.4 _r	148.4	-0.1	+4.0
Fuel and light.....	143.1	143.1	125.8	0	+13.8	Fuel and light.....	147.1	147.1	124.8	0	+17.9
Housefurnishings.....	168.5	168.5 _r	159.2 _r	0	+5.8	Housefurnishings.....	164.3	164.7	160.0	-0.2	+2.7
Sundries.....	152.4	152.4	135.8	0	+12.2	Sundries.....	148.1	147.1	139.6	+0.7	+6.1
Weighted Total.....	166.9	164.5	153.3	+1.5	+8.9	Weighted Total.....	169.0	167.5	153.3	+0.9	+6.8
Green Bay, Wis.						Macon					
Food.....	208.5	200.9	187.7	+3.8	+11.1	Food.....	217.9	212.4 _r	212.7	+2.6	+2.4
Housing ¹	115.2	115.2	106.8	0	+7.9	Housing ¹	120.1	120.1	114.0	0	+5.4
Clothing.....	168.6	169.5	165.6	-0.5	+1.8	Clothing.....	163.5	163.3	152.9	+0.1	+6.9
Fuel and light.....	127.6	127.6	111.5	0	+14.4	Fuel and light.....	112.2	112.2 _r	103.2	0	+8.7
Housefurnishings.....	157.6	157.4	147.6	+0.1	+6.8	Housefurnishings.....	155.3	155.4	149.4	-0.1	+3.9
Sundries.....	143.7	143.6	130.4	+0.1	+10.2	Sundries.....	137.2	137.2	128.7	0	+6.6
Weighted Total.....	160.4	158.2	146.8	+1.4	+9.3	Weighted Total.....	162.7	161.0 _r	155.2	+1.1	+4.8
Houston						Memphis					
Food.....	226.5	220.7	205.0	+2.6	+10.5	Food.....	235.8	229.7	219.6	+2.7	+7.4
Housing ¹	110.0	110.0	105.7	0	+4.1	Housing ¹	114.0	114.0	108.4	0	+5.2
Clothing.....	157.7	157.0 _r	146.7	+0.4	+7.5	Clothing.....	163.1	163.7	157.7	-0.4	+3.4
Fuel and light.....	81.8	81.8	81.8	0	0	Fuel and light.....	112.7	112.7	103.7	0	+8.7
Housefurnishings.....	142.2	142.5	136.2	-0.2	+4.4	Housefurnishings.....	154.4	154.1	149.8	+0.2	+3.1
Sundries.....	141.3	141.3	130.0	0	+8.7	Sundries.....	127.1	127.2 _r	121.6	-0.1	+4.5
Weighted Total.....	158.2	156.6	146.2	+1.0	+8.2	Weighted Total.....	159.6	158.0	150.9	+1.0	+5.8
Huntington, W. Va.						Milwaukee					
Food.....	215.9	211.3	208.4	+2.2	+3.6	Food.....	218.5	212.6	195.3	+2.8	+11.9
Housing ¹	111.7	111.7	111.7	0	0	Housing ¹	111.6	111.6	103.5	0	+7.8
Clothing.....	158.5	157.2	149.1	+0.8	+6.3	Clothing.....	168.9	169.0	163.6	-0.1	+3.2
Fuel and light.....	100.0	100.0	100.0	0	0	Fuel and light.....	127.9	127.9 _r	118.0	0	+8.4
Housefurnishings.....	161.2	161.6	152.8	-0.2	+5.5	Housefurnishings.....	172.2	172.1	155.6	+0.1	+10.7
Sundries.....	146.0	146.3	136.0	-0.2	+7.4	Sundries.....	140.3	140.3	132.1	0	+6.2
Weighted Total.....	163.1	161.6	155.8	+0.9	+4.7	Weighted Total.....	161.5	159.8	148.6	+1.1	+8.7
Indianapolis						Minneapolis					
Food.....	220.9	217.9	206.3	+1.4	+7.1	Food.....	234.4	228.4 _r	207.3	+2.6	+13.1
Housing ¹	115.4	115.4	107.9	0	+7.0	Housing ¹	108.8	108.8	103.7	0	+4.9
Clothing.....	147.6	148.1	146.4	-0.3	+0.8	Clothing.....	165.0	164.4 _r	155.9	+0.4	+5.8
Fuel and light.....	140.0	140.0	121.1	0	+15.6	Fuel and light.....	130.3	127.4	112.0	+2.3	+16.3
Housefurnishings.....	153.5	153.8 _r	146.5	-0.2	+4.8	Housefurnishings.....	166.1	165.0	154.6	+0.7	+7.4
Sundries.....	152.5	152.2	140.6	+0.2	+8.5	Sundries.....	151.5	151.5 _r	134.2	0	+12.9
Weighted Total.....	164.9	164.0	153.8	+0.5	+7.2	Weighted Total.....	168.9	166.8	151.9	+1.3	+11.2

¹Rents surveyed quarterly, March 15, June 15, September 15 and December 15.

_rRevised.

CONSUMERS' PRICE INDEXES FOR FIFTY-SEVEN CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in consumers' prices in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Apr. 1948	Mar. 1948	Mar. 1947	Mar. 1948 to Apr. 1948	Mar. 1947 to Apr. 1948
Muskegon					
Food.....	256.4	248.2	233.2	+3.3	+9.9
Housing ¹	115.4	115.4	115.2	0	+0.2
Clothing.....	151.1	150.1	147.0	+0.7	+2.8
Fuel and light.....	148.6	148.6	134.2	0	+10.7
Housefurnishings.....	141.0	141.1	146.0	-0.1	-3.4
Sundries.....	142.8	142.7	136.5	+0.1	+4.6
Weighted Total.....	170.9	168.6	161.2	+1.4	+6.0
Newark					
Food.....	209.8	202.8	184.3	+3.5	+13.8
Housing ¹	104.9	104.9	101.4	0	+3.5
Clothing.....	147.2	147.7 _r	148.3	-0.3	-0.7
Fuel and light.....	112.7	113.3	105.1	-0.5	+7.2
Housefurnishings.....	174.3	174.2 _r	163.4	+0.1	+6.7
Sundries.....	137.3	137.2	128.1	+0.1	+7.2
Weighted Total.....	158.5	156.0	145.4	+1.6	+9.0
New Haven					
Food.....	211.0	205.6 _r	192.2	+2.6	+9.8
Housing ¹	105.3	105.3	105.3	0	0
Clothing.....	160.9	161.7	155.5	-0.5	+3.5
Fuel and light.....	136.9	137.1	116.8	-0.1	+17.2
Housefurnishings.....	153.3	153.1	142.8	+0.1	+7.4
Sundries.....	126.5	126.3	119.9	+0.2	+5.5
Weighted Total.....	155.0	153.8 _r	144.4	+1.1	+7.3
New Orleans					
Food.....	228.4	225.6	197.6	+1.2	+15.6
Housing ¹	118.6	118.6	110.6	0	+7.2
Clothing.....	162.1	163.1 _r	150.3	-0.6	+7.9
Fuel and light.....	90.3	89.6	84.5	+0.8	+6.9
Housefurnishings.....	162.6	163.7 _r	154.5	-0.7	+5.2
Sundries.....	135.9	136.4	130.3	-0.4	+4.3
Weighted Total.....	169.5	168.6	153.2	+0.5	+10.6
New York					
Food.....	208.5	202.4	187.8	+3.0	+11.0
Housing ¹	103.2	103.2	100.8	0	+2.4
Clothing.....	155.5	156.9 _r	151.6	-0.9	+2.6
Fuel and light.....	115.0	115.0	111.2	0	+3.4
Housefurnishings.....	157.0	156.8	151.8	+0.1	+3.4
Sundries.....	144.8 _r	144.8 _r	138.0	0	+4.9
Weighted Total.....	158.9	156.9 _r	148.6	+1.3	+6.9
Omaha					
Food.....	235.8	228.7	209.6	+3.1	+12.5
Housing ¹	106.0	106.0	100.6	0	+5.4
Clothing.....	157.1	157.3	150.8	-0.1	+4.2
Fuel and light.....	131.0	132.9	117.3	-1.4	+11.7
Housefurnishings.....	173.2	173.3	165.9	-0.1	+4.4
Sundries.....	143.9	143.5	133.2	+0.3	+8.0
Weighted Total.....	165.6	163.6	151.6	+1.2	+9.2
Philadelphia					
Food.....	202.1	197.5 _r	188.2	+2.3	+7.4
Housing ¹	105.3	105.3	102.7	0	+2.5
Clothing.....	150.9	151.8	148.2	-0.6	+1.8
Fuel and light.....	135.0	135.0	127.6	0	+5.8
Housefurnishings.....	152.3	152.3	147.4	0	+3.3
Sundries.....	142.8	142.7	138.1	+0.1	+3.4
Weighted Total.....	158.7	157.2	151.1	+1.0	+5.0
Pittsburgh					
Food.....	213.8	207.2 _r	192.9	+3.2	+10.8
Housing ¹	116.3	116.3	105.7	0	+10.0
Clothing.....	154.5	154.8 _r	147.2	-0.2	+5.0
Fuel and light.....	131.5	131.5	119.0	0	+10.5
Housefurnishings.....	144.5	144.5	137.9	0	+4.8
Sundries.....	147.9	148.2	133.6	-0.2	+10.7
Weighted Total.....	162.9	160.8	148.3	+1.3	+9.8
Portland, Ore.					
Food.....	222.4	220.6	201.7	+0.8	+10.3
Housing ¹	117.3	117.3	110.0	0	+6.6
Clothing.....	174.0	174.5 _r	164.9	-0.3	+5.5
Fuel and light.....	124.3	124.3	125.7	0	-1.1
Housefurnishings.....	144.3	144.0	138.2	+0.2	+4.4
Sundries.....	133.4	133.3	127.2	+0.1	+4.9
Weighted Total.....	162.1	161.6	151.6	+0.3	+6.9
Providence					
Food.....	219.9	211.7	198.5	+3.9	+10.8
Housing ¹	106.2	106.2	103.3	0	+2.8
Clothing.....	156.3	156.5	151.3	-0.1	+3.3
Fuel and light.....	139.7	140.6	119.7	-0.6	+16.7
Housefurnishings.....	138.3	139.1	130.2	-0.6	+6.2
Sundries.....	145.1	145.2	135.6	-0.1	+7.0
Weighted Total.....	162.2	159.6 _r	149.7	+1.6	+8.4
Richmond					
Food.....	242.9	237.7	231.6	+2.2	+4.9
Housing ¹	114.1	114.1	103.4	0	+10.3
Clothing.....	162.3	161.2	153.8	+0.7	+5.5
Fuel and light.....	124.5	124.5	112.4	0	+10.8
Housefurnishings.....	161.5	161.4	152.6	+0.1	+5.8
Sundries.....	130.4	130.6	124.0	-0.2	+5.2
Weighted Total.....	164.9	163.3	155.5	+1.0	+6.0
Roanoke, Va.					
Food.....	220.1	216.0	210.7	+1.9	+4.5
Housing ¹	133.3	133.3	123.9	0	+7.6
Clothing.....	172.2	171.7	161.1	+0.3	+6.9
Fuel and light.....	138.3	138.3	121.6	0	+13.7
Housefurnishings.....	161.5	160.5	147.2	+0.6	+9.7
Sundries.....	141.7	141.5	134.7	+0.1	+5.2
Weighted Total.....	167.2	165.8	157.6	+0.8	+6.1
Rochester					
Food.....	224.0	217.2	201.1	+3.1	+11.4
Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	159.1	162.2	158.7	-1.9	+0.3
Fuel and light.....	145.1	145.1	135.1	0	+7.4
Housefurnishings.....	183.4	181.5	165.8	+1.0	+10.6
Sundries.....	151.6	151.4 _r	142.4	+0.1	+6.5
Weighted Total.....	164.0	162.2 _r	153.3	+1.1	+7.0
Rockford, Ill.					
Food.....	238.0	229.0	206.0	+3.9	+15.5
Housing ¹	140.2	140.2	138.1	0	+1.5
Clothing.....	155.8	155.9	147.5	-0.1	+5.6
Fuel and light.....	136.7	137.4	121.7	-0.5	+12.3
Housefurnishings.....	161.6	161.6	148.6	0	+8.7
Sundries.....	145.6	145.7	136.7	-0.1	+6.5
Weighted Total.....	173.7	171.1	158.4	+1.5	+9.7
Sacramento					
Food.....	222.1	217.3	201.0	+2.2	+10.5
Housing ¹	115.3	115.3	105.7	0	+9.1
Clothing.....	171.7	171.8	162.7	-0.1	+5.5
Fuel and light.....	77.0	77.0	77.0	0	0
Housefurnishings.....	176.8	177.1	161.9	-0.2	+9.2
Sundries.....	141.5	141.6	130.8	-0.1	+8.2
Weighted Total.....	162.7	161.3	149.5	+0.9	+8.8
St. Louis					
Food.....	212.4	207.3 _r	194.4	+2.5	+9.3
Housing ¹	113.0	113.0	105.8	0	+6.8
Clothing.....	150.1	150.0	145.5	+0.1	+3.2
Fuel and light.....	142.1	142.1	126.7	0	+12.2
Housefurnishings.....	159.6	159.6	143.7	0	+11.1
Sundries.....	137.3	137.0	127.8	+0.2	+7.4
Weighted Total.....	160.7	159.0	148.6	+1.1	+8.1

¹Rents surveyed quarterly, March 15, June 15, September 15 and December 15.

_rRevised.

CONSUMERS' PRICE INDEXES FOR FIFTY-SEVEN CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in consumers' prices in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Apr. 1948	Mar. 1948	Mar. 1947	Mar. 1948 to Apr. 1948	Mar. 1947 to Apr. 1948		Apr. 1948	Mar. 1948	Mar. 1947	Mar. 1948 to Apr. 1948	Mar. 1947 to Apr. 1948
St. Paul						Toledo					
Food.....	231.1	224.2	206.6	+3.1	+11.9	Food.....	222.0	215.3	199.0	+3.1	+11.6
Housing ¹	104.9	104.9	100.9	0	+4.0	Housing ¹	120.5	120.5	113.1	0	+6.5
Clothing.....	153.2	152.8	141.7	+0.3	+8.1	Clothing.....	158.6	158.6	152.8	0	+4.1
Fuel and light.....	135.3	133.1	115.8	+1.7	+16.8	Fuel and light.....	137.1	137.1	119.8	0	+14.4
Housefurnishings.....	173.0	174.0	162.2	-0.6	+6.7	Housefurnishings.....	146.9	146.8 ^r	141.1	+0.1	+4.1
Sundries.....	145.4	145.3	132.0	+0.1	+10.2	Sundries.....	155.1	155.1	141.8	0	+9.4
Weighted Total.....	165.1	162.8	149.8	+1.4	+10.2	Weighted Total.....	168.1	166.1 ^r	153.7	+1.2	+9.4
San Francisco - Oakland						Wausau, Wis.					
Food.....	230.6	226.6	200.0	+1.8	+15.3	Food.....	234.4	226.9	208.5	+3.3	+12.4
Housing ¹	100.9	100.9	100.9	0	0	Housing ¹	102.7	102.7	102.7	0	0
Clothing.....	158.5	158.4	154.1	+0.1	+2.9	Clothing.....	182.3	182.4	172.9	-0.1	+5.4
Fuel and light.....	90.8	90.8	88.1	0	+3.1	Fuel and light.....	136.0	136.0	118.4	0	+14.9
Housefurnishings.....	156.2	156.3	150.3	-0.1	+3.9	Housefurnishings.....	152.7	152.7	145.8	0	+4.7
Sundries.....	148.4	147.9 ^r	138.6	+0.3	+7.1	Sundries.....	139.0	139.2	129.2	-0.1	+7.6
Weighted Total.....	166.0	164.5 ^r	152.2	+0.9	+9.1	Weighted Total.....	165.5	163.5	152.1	+1.2	+8.8
Seattle						Wilmington, Del.					
Food.....	217.9	216.5	200.0	+0.6	+9.0	Food.....	200.1	195.5	187.2	+2.4	+6.9
Housing ¹	115.5	115.5	106.5	0	+8.5	Housing ¹	108.5	108.5	104.9	0	+3.4
Clothing.....	148.5	148.8	144.7	-0.2	+2.6	Clothing.....	169.2	170.4	156.4	-0.7	+8.2
Fuel and light.....	127.7	127.5	116.6	+0.2	+9.5	Fuel and light.....	126.3	126.3	113.3	0	+11.5
Housefurnishings.....	164.3	164.2	146.7	+0.1	+12.0	Housefurnishings.....	170.1	170.0	159.4	+0.1	+6.7
Sundries.....	142.3	142.3	134.5	0	+5.8	Sundries.....	130.3	130.2	126.1	+0.1	+3.3
Weighted Total.....	162.7	162.2	151.2	+0.3	+7.6	Weighted Total.....	157.9	156.4	148.8	+1.0	+6.1
Spokane						Youngstown					
Food.....	216.3	211.9	195.6	+2.1	+10.6	Food.....	223.0	216.6	207.1	+3.0	+7.7
Housing ¹	104.0	104.0	102.0	0	+2.0	Housing ¹	106.7	106.7	105.6	0	+1.0
Clothing.....	150.8	150.4	144.5	+0.3	+4.4	Clothing.....	170.7	171.0 ^r	158.0	-0.2	+8.0
Fuel and light.....	144.3	144.3	142.7	0	+1.1	Fuel and light.....	130.8	130.8	117.2	0	+11.6
Housefurnishings.....	145.7	145.7 ^r	136.6 ^r	0	+6.7	Housefurnishings.....	161.0	161.5	153.2	-0.3	+5.1
Sundries.....	141.2	141.1	133.3	+0.1	+5.9	Sundries.....	136.4	136.4	125.0	0	+9.1
Weighted Total.....	160.7	159.3	150.4	+0.9	+6.8	Weighted Total.....	162.1	160.2	151.1	+1.2	+7.3
Syracuse						¹ Rents surveyed quarterly, March 15, June 15, September 15 and December 15. ^r Revised.					
Food.....	219.6	212.7	194.4	+3.2	+13.0						
Housing ¹	116.7	116.7	116.3	0	+0.3						
Clothing.....	158.5	158.5	155.3	0	+2.1						
Fuel and light.....	139.3	139.3	133.5	0	+4.3						
Housefurnishings.....	161.9	161.8	160.5	+0.1	+0.9						
Sundries.....	138.1 ^r	137.8 ^r	124.2	+0.2	+11.2						
Weighted Total.....	160.7 ^r	158.6 ^r	148.5	+1.3	+8.2						

PERCENTAGE CHANGES IN INDEXES FOR FIVE CITIES

	Weighted Total		Food		Housing ¹		Clothing		Fuel and Light		Housefurnishings		Sundries	
	Mar. 1948 to Apr. 1948	Mar. 1947 to Apr. 1948	Mar. 1948 to Apr. 1948	Mar. 1947 to Apr. 1948	Mar. 1948 to Apr. 1948	Mar. 1947 to Apr. 1948	Mar. 1948 to Apr. 1948	Mar. 1947 to Apr. 1948	Mar. 1948 to Apr. 1948	Mar. 1947 to Apr. 1948	Mar. 1948 to Apr. 1948	Mar. 1947 to Apr. 1948	Mar. 1948 to Apr. 1948	Mar. 1947 to Apr. 1948
Bellefonte, Pa.....	+0.8	+8.2	+2.5	+9.0	0	+12.9	-2.5	+4.8	0	+12.9	+1.0	+8.5	0	+4.8
Evansville, Ind.....	+1.1	+6.0	+3.2	+7.8	0	+2.2	-0.6	-0.7	0	+10.1	+0.3	+9.3	-0.1	+6.2
International Falls, Minn..	+0.6	+10.3	+1.7	+13.3	0	+12.4	-0.4	+4.4	0	+14.4	0	+5.9	-0.1	+8.2
Joliet, Ill. ²	+1.7	+8.2	+4.1	+13.0	0	+2.5	+0.2	+5.3	-0.2	+14.6	+0.1	+4.4	+0.2	+5.3
Trenton, N. J.....	+0.8	+6.7	+2.1	+6.8	0	+1.4	-0.3	+3.5	0	+6.4	+0.1	+2.7	0	+11.3

¹Rents surveyed quarterly, March 15, June 15, September 15 and December 15.

²Includes Lockport and Rockdale.

Wage Increase Announcements, May 1 to 20, 1948

Source: Company Granting Increase Unless Otherwise Specified

Company	Type of Worker ¹	Increase			Previous Rate or Range		Remarks
		Amount	Date Effective	Number Affected	Rate	Effective	
Acheson Manufacturing Company.... Braddock, Pa.	WE	\$.05 hr.	4-26-48	450	n.a.	n.a.	(United Steelworkers, CIO)
American Cyanamid Company.....	WE	8%	3-1-48	n.a.	n.a.	n.a.	Wallingford, Conn., plant. Resulted in an increase of approximately 10¢. (UMW, Dist. 50)
Beach & Arthur Paper Company..... Modena, Pa.	WE	\$.07 hr.	3-3-48	n.a.	n.a.	n.a.	Damascus, Va., plant. (UMW, Dist. 50)
Cambridge Gas Light Company..... Cambridge, Mass.	WE	\$.05 hr.	3-12-48	120	\$1.12 hr. average	8-18-47	(CIO union)
	WE	\$.10 hr.	4-1-48	115	\$.95 to \$1.32 hr.	4-1-47	(United Mine Workers)
	WE	\$.11½ hr.	4-1-48	8	\$1.22 hr.	4-1-47	(United Mine Workers)
	WE	\$.13 hr.	4-1-48	4	\$1.32 hr.	4-1-47	(United Mine Workers)
	S	6%	12-31-47	95	n.a.	n.a.	(No union)
Carpenter & Paterson, Inc..... East Boston, Mass.	WE	10%	1-8-48	65	n.a.	5-9-46	Plant had been operating 54 hours wk. since 1941. The hours were recently reduced to 50 per week and the 10% increase compensates for the loss of 4 hours, leaving the take-home pay the same as before. (Ind. Union Marine & Shipbuilding Workers, CIO)
*Ceco Steel Products Corporation.... Hillside, N. J.	WE	\$.20 hr. average	n.a.	n.a.	n.a.	n.a.	Announced 4-23-48. (Int. Bro. Blacksmiths, Drop Forgers & Helpers, AFL)
Commonwealth Edison Company..... Chicago, Ill. (Includes Illinois Northern Utilities Company, Dixon, Ill.)	WE	See remarks	4-1-48	7,732	n.a.	7-1-47	The schedule maximum of each job classification was increased by 6.5% and the individual rates of every employee in the job classification were increased by the amount the schedule maximum was increased. The over-all increase amounted to approximately 10¢ hr. The previous increase, given 7-1-47, amounted to \$15.60 mo. (7,254 employees are members of the Int. Bro. Electrical Workers, AFL)
Consolidated Car Heating Company.. Albany, N. Y.	WE	\$.15 hr.	1-15-48	200	\$1.03 hr.	1-15-47	(Int. Assn. Machinists, Ind.)
	S	\$6 wk.	2-2-48	40	\$42.30 wk.	2-5-47	(United Office & Professional Workers, CIO)
The Continental Can Company..... Wheeling, W. Va.	WE	\$.10 hr.	3-1-48	437	n.a.	n.a.	(United Steelworkers, CIO)
	S	8% to non-exempt	3-1-48	117	n.a.	n.a.	(No union)
Davison Chemical Corporation..... Baltimore, Md.	WE	\$.05 hr.	4-27-48	n.a.	n.a.	n.a.	Three additional paid holidays bringing total to 6. (Int. Chemical Workers, AFL)
Dedham & Hyde Park Gas Company. Hyde Park, Mass.	WE	\$.10 hr.	1-1-48	16	n.a.	n.a.	In addition to 2 weeks' vacation 1 additional day will now be granted for 16th, 17th, 18th, 19th and 20th years of continuous service. (UMW, Dist. 50)
	S	\$4 wk.	1-1-48	8	n.a.	n.a.	(Teamsters, AFL)
General Mills, Inc..... Bemidji, Minn.	WE	\$.05 hr.	5-14-48	11	n.a.	n.a.	
The Glidden Company, Chemical and Pigment Division Dundalk, Md.	WE	\$.05 hr.	4-7-48	325	\$.98 hr. (basic labor)	11-15-47	New clause provides for double time for 4 holidays worked (previously 1), time and one half for 2 holidays (previously 5), and straight time for 6 holidays not worked (previously 1). (UMW, Dist. 50)
International Paper Company..... Southern Kraft Division: Bastrop, La.; Camden, Ark.; Georgetown, S. C.; Mobile, Ala.; Moss Pt., Miss.; Panama City, Fla.; Springhill, La.	WE	See remarks	6-1-48	10,000	n.a.	n.a.	Increases ranged from 5¢ hr. to employees with rates of \$1 and under, to 13¢ hr. for those earning \$1.33 and over. (Int. Bro. Paper Makers. Int. Bro. Pulp, Sulphite and Paper Mill Workers; Int. Bro. Elec. Workers; United Assn. Plumbing & Pipefitting—all AFL; Int. Assn. Machinists, Ind.)
Koppers Company.....	WE	\$.08 hr.	2-48	50	n.a.	n.a.	Denver, Colo. plant. (UMW, Dist. 50)
	WE	\$.09 hr.	3-48	172	n.a.	n.a.	Follansbee, W. Va., plant. (UMW, Dist. 50)
The Lima News Publishing Company. Lima, Ohio	WE	\$.50 wk.	5-1-48	40	\$70 wk.	5-1-47	(Int. Typographical Union, AFL)
	WE	\$.50 wk.	5-1-48	8	\$68 wk.	5-1-47	(Int. Printing Pressmen & Assistants, AFL; Int. Stereotypers' & Electrotypers, AFL)
	S	\$9.00 wk.	3-1-48	22	\$66 wk.	3-8-47	Editorial employees. (Newspaper Guild, CIO)
							Other benefits for all groups: Vacations—2 weeks' after 1 year's service; 3 weeks after 10 years. Holidays—paid if no publication; double time if worked. Retirement—computed on the basis of 2 weeks paid for each year of service (Miami Valley Lithographers Assn., CIO)
*Lithographers (14 plants)..... Cincinnati, Ohio	WE	\$8 wk.	n.a.	n.a.	n.a.	n.a.	

WAGE INCREASE ANNOUNCEMENTS, MAY 1 TO 20, 1948—Continued

Company	Type of Worker ¹	Increase			Previous Rate or Range		Remarks
		Amount	Date Effective	Number Affected	Rate	Effective	
Manchester Gas Company.....	WE	\$.12 hr.	3-16-48	58	n.a.	3-16-47	Previous increase—12¢ hr., plus 3¢ shift differential, effective 3-16-47. (UMW, Dist. 50)
Manchester, N. H.	S	\$5 to \$35 mo.	3-16-48	31	n.a.	3-16-47	Previous increase—\$5 to \$36.67 mo., effective 3-16-47. (No union)
							Other benefits: 1 additional holiday, making total of 10. Vacations: For those continuously employed from 6 mos. to 1 year, 1 week; from 1 to 20 years, 2 weeks; 20 years or more, 3 weeks. Sick benefits: 2 weeks with pay for employees with 1 year's service; 4 weeks to those with 4 years' service.
Manning, Maxwell & Moore.....	WE	\$.05 hr.	3-8-48	741	\$1.36 hr.	5-12-47	6 paid holidays. (UAW-AFL)
Shaw Box Crane Division							
Muskegon Heights, Mich.							
McKesson & Robbins, Inc.....	WE	\$5 wk.	4-5-48	32	n.a.	n.a.	(Teamsters, AFL)
Rochester, N. Y.							
National Folding Box Company.....	WE	5%	4-5-48	800	n.a.	n.a.	(United Paperworkers, CIO; Int. Printing Pressmen, AFL)
New Haven, Conn.							
Ohio-Apex, Inc.....	WE	\$.12 hr.	3-8-48	210	\$1.325 hr. average	3-2-47	(United Mine Workers)
Nitro, W. Va.	S	\$.05 to \$.10 hr.	5-1-48	44	\$1.74 hr.	11-47	Lower-bracket group. (No union)
The Ohio Brass Company.....	WE	\$.05 hr.	5-10-48	1,700	n.a.	4-24-47	In addition, individual adjustments were made in some day rates, ranging up to 12½¢ depending upon the skills involved. Also custodial employees, including firemen, were placed on the same overtime basis as production workers. (United Electrical, Radio & Machine Workers, CIO)
Mansfield and Barberton, Ohio							(United Mine Workers, Dist. 50)
Paulsboro Manufacturing Company...	WE	\$.09 hr.	3-8-48	70	\$1.15 hr. average	3-7-47	
Paulsboro, N. J.							
Pennsylvania Salt Manufacturing Company	WE	\$.12½ hr.	2-1-48	656	n.a.	n.a.	Additional 3¢ an hour was granted in lieu of 6. paid holidays given in previous contract.
Wyandotte, Mich.	WE	\$.15½ hr.	2-1-48	200	n.a.	n.a.	Increase brings rate for common labor to \$1.375 (UMW, Dist. 50)
	S	See remarks	2-1-48	180	n.a.	n.a.	Increase of \$300 a year minimum, or 10% (No union)
Prairie Du Chien Woolen Mill Company	WE	\$.03 hr.	3-1-48	210	n.a.	n.a.	(United Textile Workers, AFL)
Prairie Du Chien, Wisc.		\$.02½ hr.	5-1-48				
*Pressmen (200 printing plants).....	WE	\$.02½ hr.	7-1-48	3,000	See remarks	n.a.	Announced 5-1-48. Previous rates: \$70.50 wk. for job pressmen and \$80.80 wk. for cylinder pressmen on 36¼ hr. wk. (Int. Printing Pressmen's & Assistants' Union, AFL)
New York, N. Y.		11½% approx.	n.a.				
The Ruberoid Company.....	WE	\$.13 hr.	3-15-48	264	n.a.	n.a.	Erie East 16th St. plant. (Pulp & Sulphite Workers, AFL)
Erie, Pa.	WE	\$.13 hr.	3-15-48	214	n.a.	n.a.	Erie Lake plant. (Paper Mill Workers, AFL)
							[Comparable adjustments were given to 45 non-union salaried employees in the two plants.]
Snap-on Tools Corporation.....	WE	\$.08 hr.	4-15-48	750	n.a.	n.a.	4 additional paid holidays, making a total of 6. (Union not given)
Kenosha, Wisc.	S	\$3.50 wk.	4-15-48 (about)	300	n.a.	n.a.	(No union)
Sorg Paper Company.....	WE	\$.07 hr.	3-1-48	450	n.a.	n.a.	(United Paperworkers Assn., CIO)
Middletown, Ohio	S	6%	3-1-48	105	n.a.	n.a.	(No union)
Standard Brands, Inc.....	WE	\$.05 to \$.07 hr.	4-1-48	35	\$1.72½ to \$1.12½ hr.	n.a.	(United Wholesale & Warehouse Employees, CIO)
New York, N. Y.							
*Talon, Inc.....	WE	\$.11 hr.	1-7-48	1,500	n.a.	n.a.	(AFL union)
Meadville, Pa.							
Universal Sanitary Manufacturing Company	WE	\$.10 hr.	3-26-48	450	\$1.55 hr. average	3-26-47	Six paid holidays. Three weeks' vacation after 25 years' service. (Nat. Bro. Operative Potters, AFL)
New Castle, Pa.							
Virginia-Carolina Chemical Corporation	WE	\$.07 hr.	3-16-48	50	\$.94 hr. (laborer)	n.a.	Paid holidays increased from 5 to 6. (UMW, Dist. 50)
Baltimore, Md.							
The M. Werk Company.....	WE	\$.05 hr.	5-1-48	78	\$1.12 hr. average	12-1-47	(United Soap Workers, UMW, Dist. 50)
Cincinnati, Ohio							
Wyeth, Inc.....	WE	\$.10 hr.	5-1-48	115	\$1.216 hr.	5-1-47	Terminating employees will be paid the pro rata portion of vacation earned to date of separation. (Retail, Wholesale & Department Store Union, CIO)
Mason, Mich.							

¹Type of workers: WE—Wage earners; S—Salaried employees.
²Obtained from press reports. Information not verified.

n.a. Not available.